Opportunities

FOR

Health Care Professionals

IN

NORTHERN ALBERTA

Alberta

NORTHERN ALBERTA
DEVELOPMENT COUNCIL

Northern Alberta Development Council

for Health Care Professionals in Northern Alberta

September 1989

Opportunities for Health Care Professionals in Northern Alberta

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Opportunities for Health Care Professionals in Northern Alberta

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Alberta

NORTHERN ALBERTA
DEVELOPMENT COUNCIL

August, 1989

The Northern Alberta Development Council was created to advise the provincial government on northern issues and to assist northern citizens in advancing development in northern Alberta. Much of Council's work focuses on the delivery of services to northern residents. Health care is very much one of these critical services.

Northern Alberta offers a full range of health services out of modern, sophisticated health facilities. However, continued northern growth has increased the need for a variety of health care professionals. Nurses, physiotherapists and physicians are particularly in high demand in a number of northern centres.

Consider a career in the north! You can gain a tremendous range of practical experience that will be both professionally challenging and financially rewarding. Many opportunities exist for your partner or spouse as well. The north offers a distinct quality of life in which you and your family can grow and prosper.

The Northern Alberta Development Council would be pleased to assist you by providing further information on the north or on the specific communities listed herein.

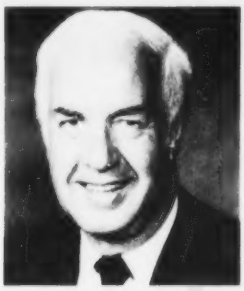
Grow with us. Choose a northern experience!

Sincerely,

Bob Elliott, MLA
Chairman

NORTHERN ALBERTA DEVELOPMENT COUNCIL 1988/89

BOB ELLIOTT, MLA
CHAIRMAN
BEAVERLODGE



HON. AL "BOOMER" ADAIR
MINISTER RESPONSIBLE FOR
NORTHERN DEVELOPMENT
PEACE RIVER

FRED GINGERICH
VICE-CHAIRMAN
ATHABASCA

GILBERT BALDERSTON
SEXSMITH

PEARL CALAHASEN, MLA
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FORT McMURRAY

MARCEL DUCHARME
BONNYVILLE

ELAINE GAUTHIER
PLAMONDON

KIM GHOSTKEEPER
PADDLE PRAIRIE

HAROLD JUNCK
SWAN HILLS

JIM REYNOLDS
FAIRVIEW

THE NORTHERN ALBERTA DEVELOPMENT COUNCIL

The Northern Alberta Development Council (NADC) was established as an advisory body to the Minister responsible for Northern Development. The Council helps in the investigation, planning, promotion and coordination of measures to foster economic and social development in northern Alberta. The Council is dedicated to increasing the dialogue and flow of information between the provincial government and the citizens of northern Alberta.

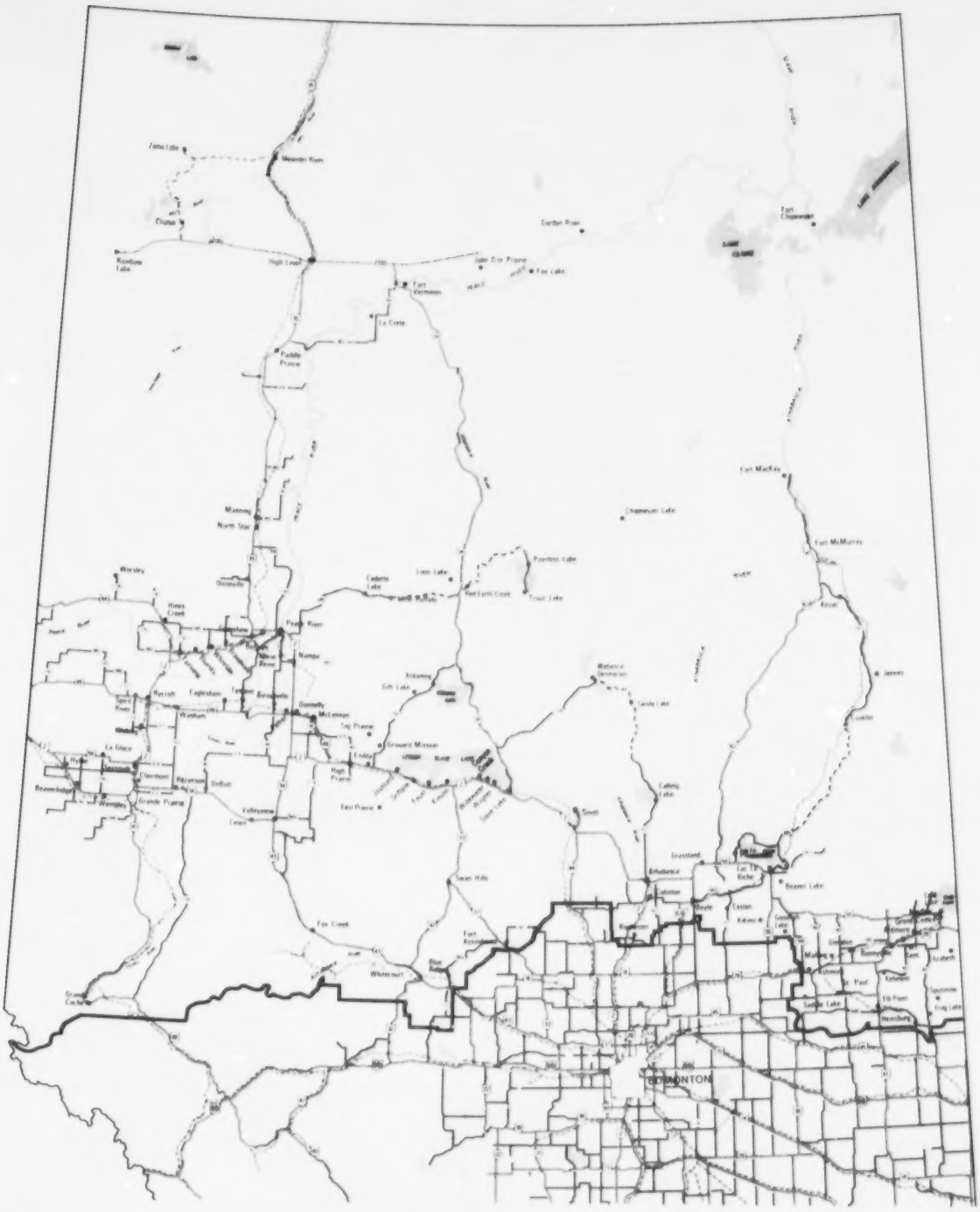
Since 1973, the Council has held more than 90 public meetings, sponsored a number of conferences and seminars, and received over 2,000 briefs from northerners. The Council has undertaken in excess of 120 major research studies and program reviews and has prepared numerous submissions to the provincial cabinet.

The Northern Alberta Development Council has long been aware of the critical importance of quality health care to the growth and development of the north. In 1983, Council took steps to overcome a severe physician shortage. A major study, *Factors Affecting the Supply of Physicians and Dentists in Northern Alberta*, was carried out. On the practical side, Council implemented the *Medical Student Interchange*. The *Interchange* enabled northern community representatives to meet with medical students and inform them of the facilities and opportunities in the north. In the two years that the NADC sponsored the interchange, 12 doctors ventured north.

The NADC is a strong supporter of the *Health Care Connection*, an event similar to the *Interchange*. The Health Care Connection is sponsored for students in a variety of health care professions by the Rural Health Care Association of Alberta.

Council has recently made submissions to the Minister's Policy Advisory Committee on Hospitals and Medicare on *Ambulance Service in Northern Alberta* (June 1987) and to the Premier's Commission on Future Health Care for Albertans on *Future Health Care for Northern Alberta* (September 1988).

The Northern Alberta Development Council is an innovative structure which can help obtain interdepartmental cooperation and coordination, and focus attention on the opportunities and concerns of the north.



NORTHERN ALBERTA DEVELOPMENT COUNCIL AREA

COMMUNITIES WITH POPULATION OVER 75 (1981 CANADA CENSUS)

PRIMARY HIGHWAY — SECONDARY ROAD — L.O.C. ROAD — RAILWAY

PRODUCED BY PROVINCIAL MAPPING SECTION, LAND INFORMATION SERVICES DIVISION, [illegible]

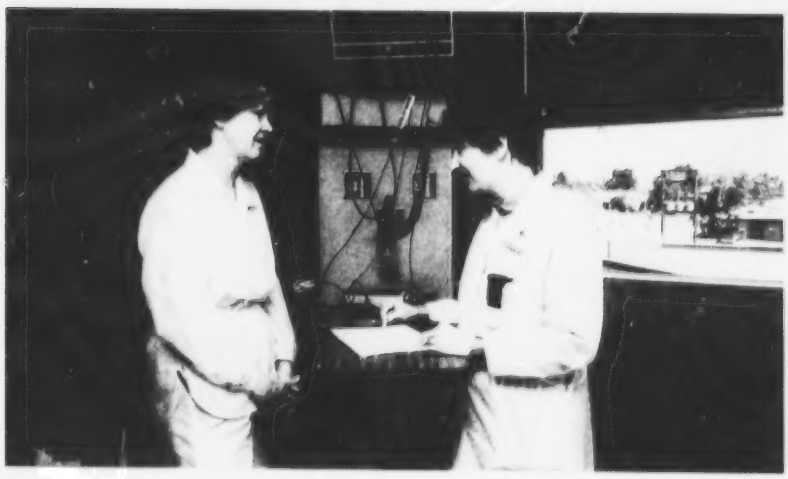
INTRODUCTION

There is a lot to consider when making a decision to pursue a career opportunity in a new area. It's not just the job that counts; the new community must be a place to call home.

Northern Alberta can be home. It has much to offer you in terms of professional and personal development. Continued northern growth, development and prosperity have increased the need for a comprehensive range of health care professionals. Communities are searching for skilled individuals who want to make their home in the north.

As a nurse, physician, physiotherapist or other health care professional, you may be looking for information on the opportunities the north can provide. We can help you in this search. We want to tell you about the north — the people, the facilities, the opportunity. This document contains a general overview of northern Alberta — its economy, the current development activities, services available, and the recreation and leisure activities we participate in. We have also provided a profile of each northern community, which includes a description of their medical facilities.

Northern Alberta has a "special something" that cannot be recorded by cold facts and figures. We think this quality comes from the energy of its people. In an effort to capture this northern flavor, we have talked to those who live and work here. Their thoughts — which reflect the Spirit of the North — are included here.



We require a special type of person — someone who seeks out new experiences and enjoys independence.

Janet Thorpe, Sturgeon Health Unit

NORTHERN ALBERTA — A DESCRIPTION

The north cannot be described in any single image. Rather, northern Alberta is a land of contrasts; perhaps it is this very diversity which most captivates people's imaginations. On the one hand, the majority of northern Alberta's people live in communities well served with amenities and offering a distinct and satisfying quality of life. On the other hand, the north remains a land of unexploited opportunity with a wealth of resources, where hard work and a willingness to rise to the challenge will be rewarded.

There is a fellowship among the people; you rely on your neighbors and the people you work with.

Janice MacDonald, Peace River Health Unit

The Land

"Northern Alberta," for the purposes of this document, refers to the area served by the Northern Alberta Development Council. The communities included in this area are shown on page 2. Northern Alberta has 60 percent of Alberta's land mass (152,000 square miles), yet has only 10 percent of the province's population. This dichotomy creates both benefits and challenges for those living and working throughout the region.

The deep valley gouged by the ancient course of the Peace River, the rugged Swan Hills, Lesser Slave Lake, Lakeland Country and the vast expanse of forest are only a few of the impressive physical features of the north. The beauty of this landscape hides the wealth of natural resource that is our great inheritance from another age.

The Climate

The long summer nights really captured my imagination. There was so much daylight left after I got home from work.

Benno Fath, of life in Slave Lake

Northern Albertans welcome four distinct seasons and have developed lifestyles to take advantage of each. While it is true that the winters are colder and somewhat longer than in the south, winter does not bring excessive snow. Rather, the air is crisp and cold under clear blue skies and trees sport sparkling hoar frost that is Christmas card perfect.

Summer temperatures compare well with southern communities. Northern summers are characterized by extremely long days. The growing season is shorter but very intense. In northern areas, the sun shines well into the night and in some communities, it is still light into the wee hours.

The aurora borealis, or northern lights, reinforce an essence of the north that has nothing to do with geographic boundaries.

The Economy

People who work in northern Alberta appreciate what it has to offer and want to be a part of it.

Janice MacDonald, Peace River Health Unit

A significant portion of Alberta's economic growth has its focus in northern Alberta. Whether it be in non-renewable resource extraction in the shape of oil and gas, or in renewable resource development like forestry, or hunting and fishing, the activity is located primarily in the north.

Oil and Gas

The oil and gas industry is an important employer in the north and contributes significantly to the economies of many northern communities. Seventy percent of all oil and gas wells drilled in the province are in northern Alberta, where you can also find the largest conventional oil and natural gas field in Alberta, and the biggest producing gas field in Canada.

Major tar sands deposits are of great long-term consequence due to the scales of the operations, the numbers of employees, and the scope of the resource.

Forestry

With three quarters of Alberta's forests in the north, forestry plays a valuable role in the economy of northern Alberta. The forest industry has always been a major employer here. Now a new wave of activity in this growth industry will provide even further opportunity. To meet the strong world demand for paper, existing pulp mills in Whitecourt and Grande Prairie will be joined by new major pulp mill developments. Athabasca, Slave Lake, and Peace River mills are in varying stages of planning and development. Other forestry-related projects include an expansion to the Procter and Gamble mill in Grande Prairie, a sawmill in Lac La Biche, and a state-of-the-art wood-processing facility in Manning.

Agriculture

A little-known fact about northern Alberta is that nearly one half of all farms in Alberta are here. Many people are surprised by the fertile black loam which gives rise to abundant crops of wheat, barley and canola. The short growing season is intense with long hours of sunshine. High Level boasts of both the most northerly viable agricultural land and the most northerly grain elevator in Canada. The Peace Region is known for producing some of the world's finest honey and is Canada's major honey-producing area. Agriculture has always played a significant role in shaping the north and continues to do so today.

Tourism

The secret is out! Northern Alberta is a great place for tourists! The beauty of the natural setting exists in harmony with an excellent network of provincial parks. The north has a tremendous range of high-quality recreation resources which include superb fishing and recreational lakes. Perhaps going on an educational tour of the Oil Sands Interpretive Centre in Fort McMurray or sharing a cultural experience with Cree Indians at Lac La Biche Pow Wow days is your style. Or maybe you would rather lie on a sandy beach, water ski and windsurf all day and then dance the night away in a nearby town or city. The choice is yours.

There's more! Grande Prairie is known throughout the province for its quarter horse race track, as well as for hot air ballooning. In fact, this city periodically hosts the North American hot air ballooning competitions. The jet boat races on the Smoky, Athabasca and Peace Rivers are world-renowned. Northern Albertans work hard and play hard in this "natural playground."

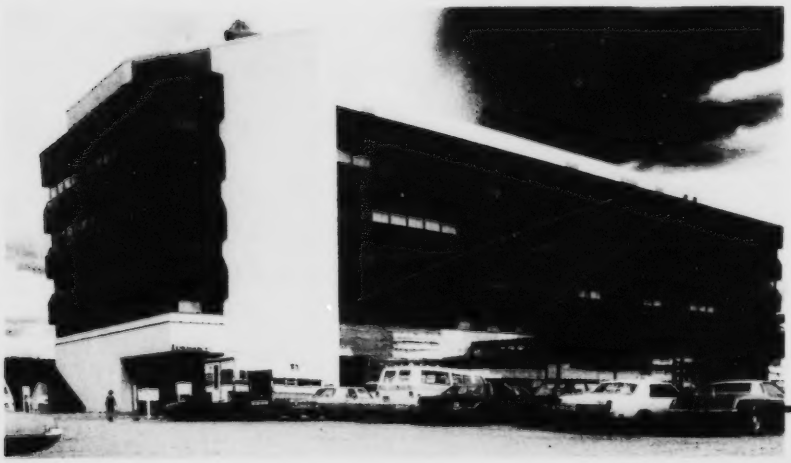
Retail and Service Trade

Most northern communities support a wide range of business establishments. Numerous retail services make it possible for the north to maintain a large measure of self-sufficiency. As the north continues to grow and prosper, opportunities for the retail and service industry will continue to expand. Entrepreneurs looking for a chance to strike out on their own could hardly find a better place.

The Services

Health

The north is well-served by hospitals, with 28 active treatment facilities providing more than 2450 acute and long-term care beds. Eight hospitals have been constructed in the last five years. Four new facilities are presently planned to open in 1991 — hospitals in Slave Lake and Valleyview and long-term care facilities in Spirit River and Fairview. Virtually all centres having populations in excess of 1000 and many with smaller populations have hospitals. Some native settlements are served by nursing stations, such as Hay Lakes, Fort Chipewyan, and Fox Lake. There are many more health professionals in the north now than there were even a few years ago. Such increases have contributed to a high standard of health care.



Education

The education system in northern Alberta embraces learning from pre-school to colleges which offer university-transfer programs. There are 27 school divisions serving the north. Through the use of radio and television services such as those provided by ACCESS (the Alberta Educational Communications Corporation), public and separate school systems are able to disperse a variety of curriculum support material widely across the north.

The variety of post-secondary and adult educational institutions makes continuing education and training possible. The Alberta Vocational Centres (AVCs) of Lac La Biche and Lesser Slave Lake offer adult upgrading and training in response to community and industry needs. Four regional colleges, Keyano (Fort McMurray), Lakeland (St. Paul/ Bonnyville), Fairview, and Grande Prairie Regional, offer a range of certificate, diploma, apprenticeship trades, academic upgrading and university transfer programs. Distance education is an essential element of the north's make-up. The colleges and AVCs all have many sub-campuses throughout northern communities offering satellite programs through the use of on-site instructors, home study and teleconferencing.

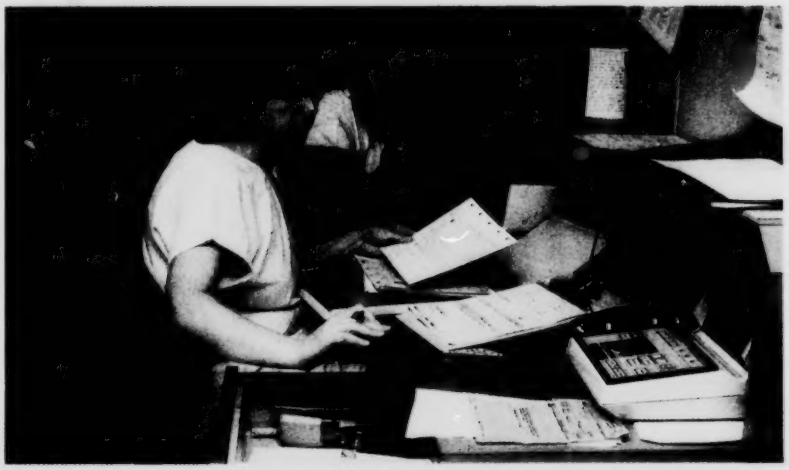
Located in the community of Athabasca, Athabasca University provides distance education throughout Alberta and elsewhere in Canada using home study. Students are supported by telephone tutors, radio and television programs sponsored by ACCESS, teleconferencing, and direct seminar contact with instructors. Athabasca University is a leader in long distance learning models and is continually expanding and developing new and innovative approaches.

Education here is innovative, more personal and people are surprised to discover the choices they have.

Catherine Wishart, AVC, Lesser Slave Lake

Human Services

Human services are provided to northerners by Alberta Social Services, municipal Family and Community Support Services (FCSS), and other government and private agencies. Communities have developed a solid network of human services to address local needs. Volunteer organizations play an important role in responding to and meeting the needs of residents.



Government Services

Virtually all communities with populations of 1000 people have modern provincial buildings for the provision of a wide range of government services. Decentralization has brought many government departments to the community level and, in the process, has enabled government to become more responsive to community needs. The government presence in smaller communities has also had a positive economic effect in that it has made white-collar jobs available which, in turn, has helped to diversify the economy.

Infrastructure

Historically, the development of northern Alberta's economy has been tied to the transportation system. Significant construction and major improvements have resulted in a well-developed road network. There are three main north-south routes as well as a number of east-west connectors.

Air transport is an essential component of northern life. Commercial airlines provide many communities with regularly scheduled air service. Air charter companies service other parts of the north, including remote areas. For those seeking a true adventure, there are still a few communities which are accessible only by air.

Virtually all cities, towns and villages in northern Alberta have modern facilities such as piped and treated water, sewage disposal, natural gas, power and telephones. All but a few remote communities have good television service. A large number of communities have multi-channel cablevision and many others utilize satellite television reception.

The People

The people are very open; in the city even though you are close physically the people are further away.

Terry Wheeler, of life in Chateh

People here are flexible. They have to be, as the north has continued to grow and change since it was originally settled. They are not only able to adapt and respond to the change, but are often its primary proponents. The diversity of community and ethnic backgrounds provides a richness that more than offsets the small population size.

Of the more than 248,000 people, the two northern cities of Grande Prairie and Fort McMurray accommodate a quarter of the population. Another third is distributed in the 25 towns which have more than 1000 people. The remaining population (42 percent) live in the rural areas and smaller communities, villages, hamlets, and reserves.

Table 1

Population of the Northern Alberta Development Council Area by Type of Municipality

	Number	Population	% Total
Cities	2	61,597	24.8
Towns	25	74,506	30.0
Villages	15	6,409	2.6
Counties	3	24,616	9.9
Municipal Districts	5	17,515	7.1
Improvement Districts	10	50,427	20.3
Indian Reserves	22	13,280	5.3
Total		**248,350**	**100%**

Source: Alberta Municipal Affairs

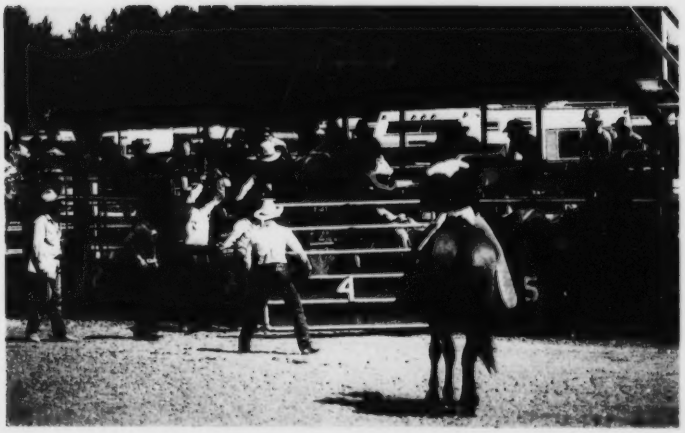
Recreation and Leisure

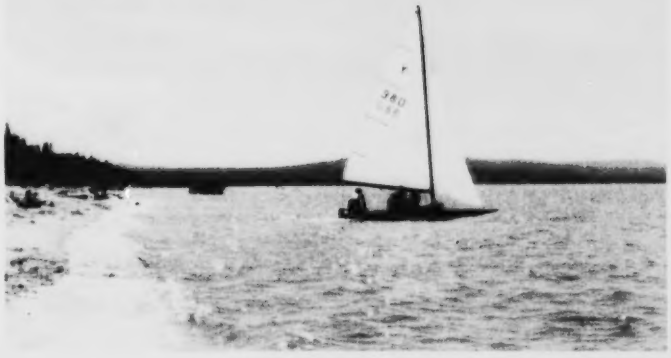
Lakes, rivers and forests provide a setting for outdoor recreation. Popular activities are boating, fishing, hunting, skiing, snowmobiling, and hiking. Spectator sports range from world class jet boat races to hot air ballooning.

Sports play an important role in most communities. While there are keen competitors in curling, hockey, baseball, and golfing (sometimes all night in High Level) many play just for the fun of it. Northerners enjoy a wide variety of recreational activities. They have worked hard to provide modern facilities ranging from arenas and curling rinks to indoor pools and recreation complexes.

People here have many talents and play a vital part in the cultural scene. Art, dance and theatre are an important part of most communities; theatre companies are thriving in the communities of Peace River, Grande Prairie and Fort McMurray, to name a few.

Just about anything you want to do can be done. There is no need to leave the north to have fun.





The Future

I learned a lot. I saw a lot. I grew a lot.

Terry Wheeler, of life in Chateh

Northern Alberta has a promising future. Its land is rich, its people are strong. While the challenges are very real, northerners continue to work hard to confront them, using imaginative and innovative approaches. The economy is based on a treasury of resources which will provide a source of growth for many decades.

Come. Be a part of it. Grow with us in the north!

Table II

Northern Alberta Population — 1988 and 1984

Cities	1988	1984
Fort McMurray	34,949	35,352
Grande Prairie	26,648	24,411
Towns		
Athabasca	3991	3849
Beaverlodge	1808	1937
Bonnyville	5575	4786
Cold Lake	3445	2515
Elk Point	1391	1113
Fairview	3281	3234
Falher	1178	1188
Fox Creek	2068	1978
Grand Centre	3655	3195
Grande Cache	3646	4624
Grimshaw	2625	2488
High Level	3004	2806
High Prairie	2817	2580
Lac La Biche	2553	2242
Manning	1144	1262
McLennan	1021	1176
Peace River	6355	6043
Rainbow Lake	1146	856
Slave Lake	5611	4838
Spirit River	1086	1104
St. Paul	5128	4963
Swan Hills	2407	2497
Valleyview	2218	2232
Wembley	1227	1209
Whitecourt	6126	5408
Villages		
Berwyn	661	674
Boyle	704	678
Donnelly	405	382
Eaglesham	191	201
Fort Assiniboine	214	214
Girouxville	367	325
Glendon	480	455
Hay Lakes	297	318
Hines Creek	513	529
Hythe	688	681
Kinuso	282	285
Nampa	464	435
Plamondon	236	271
Rycroft	672	734
Wanham	238	266

Counties	1988	1984
Athabasca #12	5979	5936
Grande Prairie #1	12042	12078
St. Paul #19	6595	6352
Municipal Districts		
Bonnyville	10384	9409
Fairview #136	1903	1889
Peace #135	1527	1520
Smoky River #130	2853	2858
Spirit River #133	848	891
Improvement Districts		
No. 15	2854	2670
No. 16	5332	5350
No. 17	12534	11699
No. 18	10498	9605
No. 19	1620	1757
No. 20	2922	3000
No. 21	2992	2979
No. 22	4451	4250
No. 23	6942	5837
No. 24	282	188
Indian Reserves		
Saddle Lake	3289	2922
Big Stone Creek	1167	958
Little Red River	1464	1220
Dene Tha	1277	1192
Cold Lake First Natives	767	697
Frog Lake	896	729
Kehewin	708	685
Sturgeon Lake	582	545
Driftpile	491	441
Sucker Creek	407	316
Whitefish Lake	607	486
Tallcreek	312	271
Boyer River	225	209
Beaver Lake	171	205
Swan River	184	136
Janvier	207	180
Horse Lake	177	123
Fort McMurray	130	32
Heart Lake	107	64
Grouard	43	46
Duncan's	49	41
Sawridge	20	18
NADC Total	**248,350**	**236,098**

Source: Alberta Municipal Affairs

OPPORTUNITIES IN THE NORTH

We have an integrated group of professionals who work well together and care about each other, and who also care about providing community health care.

Dr. Hilary Wynters, South Peace Health Unit

If you are seeking a career opportunity which will use and improve upon all the skills you have worked hard to obtain, then working in the sophisticated health care facilities of northern Alberta can provide you with the breadth of experience you are looking for. This is an exciting time in health care and we need you to help us meet the developments and challenges that lie ahead.

Health care professionals who live and work in northern Alberta enjoy:

- Enhanced career development
- Advancement opportunities
- A chance to be a truly essential part of a team providing excellent health care
- In most cases, above average income for your profession
- Excellent perks and benefits

In August 1989, a survey of each northern hospital and health unit was undertaken. Career opportunities were identified. A listing of the opportunities can be found on Table III for physicians and Table IV for other health care professionals. The specific number of vacancies is constantly changing. With anticipated growth of the population and expansion of health care services, it is safe to project an even greater need for health care professionals into the 1990s.

In many cases, an individual can advance his or her career by as much as five years by choosing a northern experience.

A. Reid, Northern Development Branch

Table III

Opportunities for Physicians in Northern Alberta as of August 1989

Physicians	Practices Available
General Practitioners	19
GP/Anesthesia	8
GP/Surgery	4
Ear, Nose and Throat	1
General Surgeon	2
Internal Medicine	3
Obstetrics/Gynecology	8
Psychiatrists	6
Other	
Dentists	6

Source: Northern Alberta hospitals

Table IV

Opportunities for Other Health Care Professionals in Northern Alberta as of August 1989

Profession	Positions Available
Nurses	166
Clinical Psychologists	3
Combined Certified Technicians	1
Dietitians	4
Laboratory Technologists	5
Occupational Therapists	15
Pharmacists	11
Physiotherapists	20
Public Health Inspectors	3
Radiology Technicians	6
Recreation Therapists	1
Respiratory Therapist	2
Social Workers	3
Speech Pathologists	26

Source: Northern Alberta hospitals, health units, nursing stations and nursing homes. These figures do not reflect opportunities available in the private sector, such as in pharmacies or medical offices or government departments such as Alberta Social Services.

Physicians

It is becoming more and more difficult to establish a profitable practice in major centres like Edmonton and Calgary. Too many doctors are congregated in urban areas and with the emergence of walk-in clinics vying for health care dollars an enterprising physician is often motivated to look elsewhere for career challenges offering above average earnings.

In a report entitled Physicians in Isolated Areas (1978), the Alberta Medical Association defined an underserviced area as one with more than 2,000 people for every primary care physician. As evidenced by Table V, several communities would be classed as underserviced according to that standard.

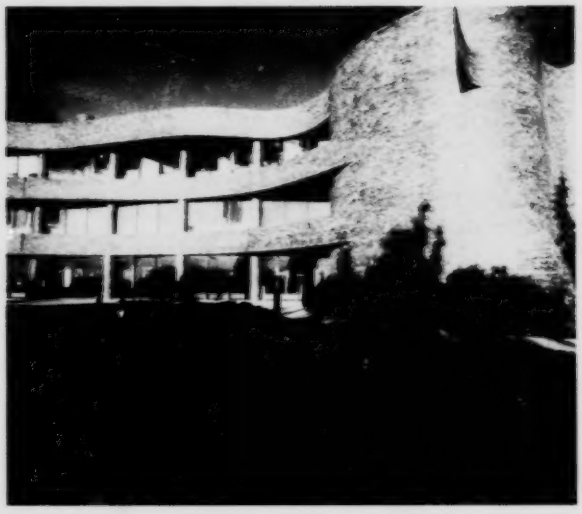
Table V provides a profile which will be of interest to any physician seeking to establish a new practice.

Table V

Comparison of Doctor Distribution in Northern Alberta

Hospital District	Primary Physicians	Hospital District Population	Doctor-to-Population Ratio
Athabasca General & Auxiliary	5	7925	1585
Beaverlodge Municipal/Hythe Municipal	4	6530	1633
Bonnyville Health Centre	7	9940	1420
Boyle General	2	2565	1283
Cold Lake Regional	13	13880	1068
Elk Point Municipal	2	4945	2473
Fairview General	6	8300	1383
Fort McMurray Regional	22	37575	1708
Glendon Municipal	1	2065	2065
Grande Cache General	2	3835	1918
Grande Prairie — Queen Elizabeth II	30	39775	1326
Grimshaw/Berwyn & District	4	4745	1187
High Level General/ Fort Vermilion — St. Theresa General	8	13545	1673
High Prairie Regional Health Complex	6	8640	1440
Lac La Biche — William J. Cadzow	5	8525	1705
McLennan — Sacred Heart	3	5815	1939
Manning Municipal	3	3770	1257
Peace River Municipal	6	11350	1892
St. Paul — St. Therese General	6	9815	1636
Slave Lake General/ Wabasca/Desmarais General	7	10190	1456
Spirit River — Central Peace General	3	7440	2480
Swan Hills General	1	2405	2405
Valleyview Health Centre	1	5135	5135
Whitecourt General/Fox Creek Hospital	6	9870	1645

Note: "Primary physicians" does not include specialists; figures as reported by northern Alberta hospitals. Hospital district populations based on 1986 Statistics Canada figures.



COMMUNITY HEALTH CARE PROFILES

No health care facility is just a building. It is the result of the ideas, determination, dedication and hard work of a diverse group of concerned people.

Promotional material excerpt,
High Prairie Health Complex

Northern Alberta offers a wide range of sophisticated health care facilities. In an effort to provide you with a summary of each community, the following profiles are supplied. We contacted each of the hospitals, health units and nursing homes, as well as other health representatives for information. We asked them not only for facts and figures but, more importantly, for career opportunities available or anticipated, and also for reflections on the challenges offered their health care professionals. Their comments may provide you with a better idea of why so many professionals choose to live and work in northern Alberta.

It should be noted that the profiles are based entirely on the information provided by the communities; the more information we received, the more we could pass on to you. Also, the section entitled "Professionals" reflects total positions available, both vacant and filled, based on full-time equivalency positions. Positions presently being recruited for have been compiled in Tables III and IV.

If a specific community appeals to you and you wish to explore career opportunities there, feel free to contact the individuals listed. They would be pleased to provide you with any additional information.

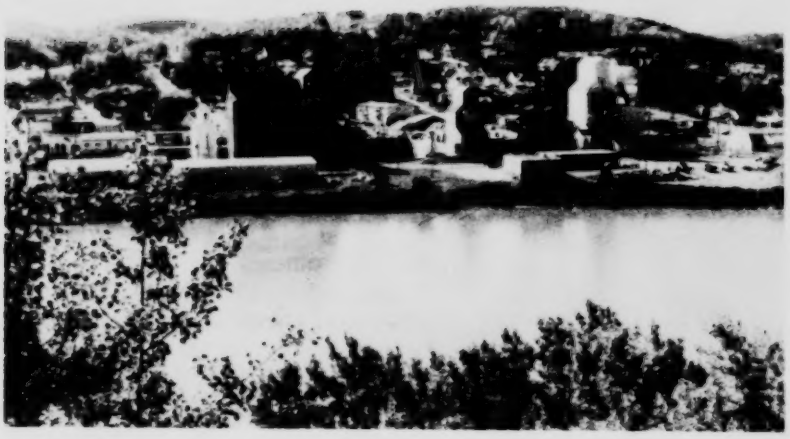


Table VI

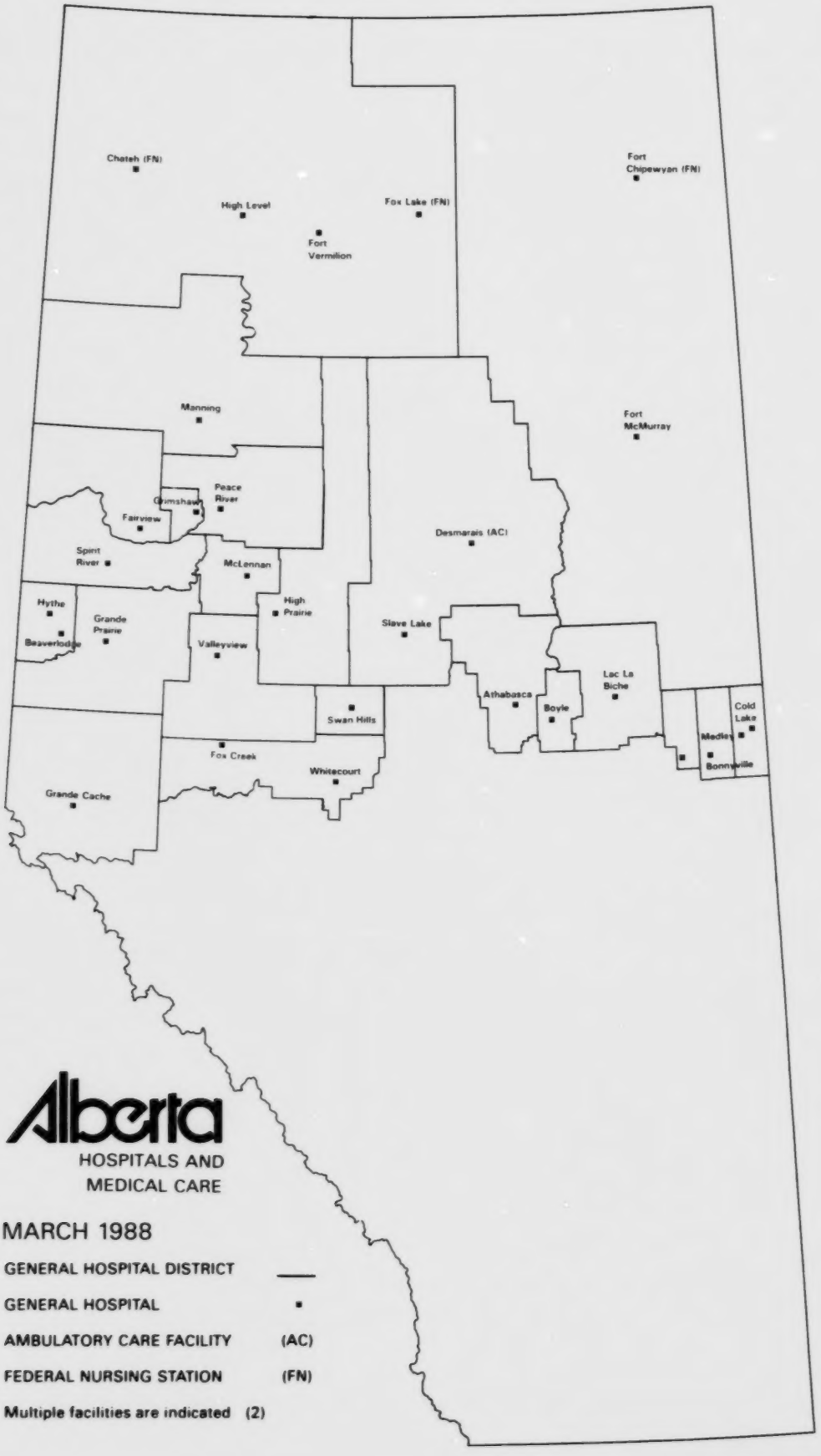
Summary of Health Care Facilities in Northern Alberta

Hospitals
Athabasca General and Auxiliary
Beaverlodge Municipal
Bonnyville Health Centre
Boyle General
Cold Lake Regional
Elk Point
Fairview General
Fort McMurray Regional
Fort Vermilion – St. Theresa General
Fox Creek
Glendon Municipal
Grande Cache General
Grande Prairie – Queen Elizabeth II
Grimshaw/Berwyn and District
High Level General
High Prairie Regional Health Complex
Hythe Municipal Hospital and Nursing Home
Lac La Biche – William J. Cadzow
Manning General
McLennan – Sacred Heart Health Centre
Peace River Hospital Complex
Slave Lake General
St. Paul – St. Therese General
Spirit River – Central Peace General
Swan Hills General
Valleyview Health Centre
Wabasca/Desmarais General
Whitecourt General

Health Units
Athabasca
Fort McMurray and District
High Level/Fort Vermilion
North Eastern
Peace River
South Peace
Stony Plain/Lac Ste. Anne

Nursing Stations
Chateh – Hay Lakes
Fort Chipewyan
Fox Lake

Nursing Homes
Athabasca Extendicare Health Services Inc.
Bonnyville Extendicare Health Services Inc.
Fairview Nursing Home
Hotel-Dieu of St. Joseph Auxiliary Hospital (Whitelaw)
Grande Prairie Central Park Lodge
High Prairie – J.B.T. Wood Nursing Home
St. Paul Extendicare Health Services Inc.



Alberta

HOSPITALS AND MEDICAL CARE

MARCH 1988

GENERAL HOSPITAL DISTRICT ——

GENERAL HOSPITAL ■

AMBULATORY CARE FACILITY (AC)

FEDERAL NURSING STATION (FN)

Multiple facilities are indicated (2)

Northern Alberta Community Health Care Profiles

ATHABASCA

Population: 3991

Hospital: Athabasca General and Auxiliary Hospital

Health Unit: Athabasca Health Unit (Head Office)

Nursing Home: Extendicare Health Services Inc.

Clinics: Medical – 2
Dental – 2

Athabasca General and Auxiliary Hospital

Population served: 11,000

Facility opened: 1984

Number of beds:
- Acute care – 42
- Long-term care – 23
- Newborn bassinets – 8

Monthly Activity		Active Departments	Professionals*	
Inpatients	140	• Diagnostic Laboratory	General Practitioners	6
Outpatient visits	1125	• Emergency	Internal Medicine	1
Deliveries	5	• Geriatrics	Nurses	23
Surgical procedures	16	• Medical	Dietitian	1
		• Obstetrics	Laboratory Technologist	4
		• Pediatrics	Pharmacist	1
		• Pharmacy	Physiotherapists	2
		• Physical Therapy	Radiology Technologists	3
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Prosthetics
- Radiologist

Special Services:
- Hospital offers a self-dialysis program
- Formal education affiliations with NAIT, AVC and Keyano College
- Offer rural practicum placements

Distinctive Challenges: We work in a multi-cultural situation. The community will feel the impact of the major development of a new pulp mill.

Career Opportunities: We will require more critical care nursing staff capable of handling trauma cases. The hospital is in a developmental mode to expand services. We will also require ICU trained nurses when this service becomes available.

Contact:
Mr. Geoff Weber
Administrator
Athabasca General and Auxiliary Hospital
Box 240
Athabasca, Alberta
T0G 0B0
Telephone: 675-2261

Extendicare Health Services Inc. (Athabasca)

Number of beds: 50

Professionals*	
Nurses	4
Physiotherapist	1
Recreation Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Incentives:

- Work days and evenings only

Distinctive Challenges:

We encourage the development of leadership skills and input into programming and service provision. It takes a special kind of person to work with the elderly and do a good job. It is difficult but rewarding because of the appreciation they give you.

Career Opportunities:

There is a movement in Extendicare facilities across Canada. There is potential for upward mobility to regional office as a consultant to the network of Extendicare facilities.

Contact:

Ms Dorothy Schiller
Administrator
Extendicare Health Services Inc.
PO Box 119
Athabasca, Alberta
T0G 0B0
Telephone: 675-2291

BEAVERLODGE

Population: 1808

Hospital: Beaverlodge Municipal Hospital

Health Unit: South Peace Health Unit (District Office)

Clinics: Medical — 1

Beaverlodge Municipal Hospital

Population served: 2600

Facility opened: 1949

Renovations:
- Wing added 20 years ago
- New laboratory and X-Ray in 1988
- Renovation in 1989 of physio room and improvements in original wing

Number of beds:
- Acute care — 30
- Newborn bassinets — 5

Monthly Activity		Active Departments	Professionals*	
Inpatients	80	• Coronary Care	General Practitioners	3
Outpatient visits	500	• Diagnostic Laboratory	Nurses	7
Deliveries	6	• Emergency	CCTs	2
Surgical procedures	6	• Geriatrics	Laboratory Technologist	1
		• Medical	Physiotherapist	1
		• Obstetrics		
		• Pediatrics		
		• Pharmacy		
		• Physical Therapy		
		• Radiology		
		• Respiratory Therapy		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Respiratory Therapist

Incentives:
- Northern Tax Benefit

Distinctive Challenges: The challenge lies in the wide variety of cases including cardiac, maternity and emergency. Nurses need a good knowledge of patient assessment, etc. to survive. It is more difficult to work in a small hospital where there are few back-up systems.

Career Opportunities: The breadth of experiences is the opportunity, rather than promotion. Those who have taken special training give inservices to others.

Comments: *Staff enjoy the better communication afforded by a small hospital and work well together as a team. You get to know your patients and get to use a more human approach.*

Ruth Gibson, DON

Contact:
Mr. L.W. Jones
Administrator
Beaverlodge Municipal Hospital
Box 480
Beaverlodge, Alberta T0H 0C0
Telephone: 354-2136

BONNYVILLE

Population: 5575

Hospital: Bonnyville Health Centre

Health Unit: North Eastern Alberta Health Unit (District Office)

Nursing Home: Extendicare Health Services Inc.

Clinics: Medical — 2
Dental — 2

Bonnyville Health Centre

Population served: 10,000

Facility opened: 1986

Number of beds:
- Acute care — 65
- Long-term care — 30
- Newborn bassinets — 12

Monthly Activity		Active Departments	Professionals*	
Patient volume:		• Diagnostic Laboratory	General Practitioners	4
Inpatients	120	• Emergency	GP/Anesthesiologist	3
Outpatient visits	2500	• Geriatrics	Internal Medicine	1
Deliveries	17	• Medical	Obstetrics/Gynecology	1
Surgical procedures	20	• Obstetrics	Pathologist	2
		• Occupational Therapy	Surgeon	1
		• Pathology	Nurses	44
		• Pediatrics	CCTs	3
		• Pharmacy	Dietitian	1
		• Physical Therapy	Laboratory Technicians	10
		• Radiology	Occupational Therapists	1
		• Respiratory Therapy	Pharmacist	1
		• Surgery	Physiotherapists	2
			Radiology Technologists	2

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Internal Medicine
- Geriatrician
- Obstetrics/Gynecology
- Orthotist
- Pediatrician
- Radiologist
- Surgeon

Incentives:
- Assistance with relocation

Distinctive Challenges: This is a progressive rural health facility.

Career Opportunities: Professional advancement is available.

Contact: Simon Dallaire
Administrator
Bonnyville Health Centre
Bay Service #1008
Bonnyville, Alberta
T9N 2J7
Telephone: 826-3311

Extendicare Health Services Inc. (Bonnyville)

Number of beds 50

Professionals*	
Nurses	1
Occupational Therapists	1

*Reflects filled and vacant positions, full-time equivalent.

Special Services:
- Offer day care and respite care

Distinctive Challenges: It takes a special kind of person to work with seniors.

Career Opportunities: Progression is based on a seniority system.

Contact:
Mr. Pierre Poirier
Administrator
Extendicare Health Services Inc.
4602 – 47 Avenue
Bonnyville, Alberta
T9N 2E8
Telephone: 826-3341

BOYLE

Population: 704
Hospital: Boyle General Hospital
Health Unit: Athabasca Health Unit
Clinics: Medical — 2

Boyle General Hospital

Population served: 5000
Facility opened: 1965
Number of beds:
- Acute care — 30
- Newborn bassinets — 7

Monthly Activity		Active Departments	Professionals*	
Inpatients	75	• Diagnostic Laboratory	General Practitioners	2
Outpatient visits	450	• Emergency	Nurses	7
		• Medical	CCTs	2
		• Obstetrics	Physiotherapist	1
		• Pediatrics		
		• Pharmacy		
		• Radiology		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Radiologist

Incentives:
- Provided on an individual basis

Career Opportunities: We promote from within. There is a chance for advancement and staff members have autonomy in running their own departments.

Comments: *Boyle is a friendly community offering excellent recreation opportunities in local facilities and at nearby provincial parks and lakes.*

J.R. James, Administrator

Contact:
Mr. J. R. James
Administrator
Boyle General Hospital
PO Box 330
Boyle, Alberta
T0A 0M0
Telephone: 689-3731

CHATEH

Population: 1,000

Hay Lakes Nursing Station

Population served: 1000

Facility opened: 1988

Number of beds:

- Adult patient, incubator, bassinet, crib
- Maternal and child care
- Adult health services
- School health programs
- Chronic disease in the elderly
- Communicable disease prevention

Professionals*	
Nurses	3

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:

- Physicians visit from High Level and Fort Vermilion

Incentives:

- Cost-of-living allowance
- Isolated post allowance
- Wages competitive or higher than Alberta union rates
- Northern Tax Benefit
- Academic training in outpost nursing, clinical skills and community health

Distinctive Challenges: There is the exciting role of the primary health care nurse including health promotion and disease prevention, physical assessment, diagnosis, treatment, prescribing, referrals, stabilization and arrangements for evacuation. You will work in a cross-cultural setting with Alberta's aboriginal peoples.

Career Opportunities: There is an option to transfer to other nursing stations across Canada's north and an opportunity for advancement and promotion to administrative roles.

Comments: *The staff of the nursing station work closely in a team concept. They enjoy the excitement of high trauma and the breadth of experience provided. The station is constantly changing programs to meet changing needs of a growing community.*

Cheryl Henderson RN, Chateh

The challenge of outpost nursing gets into your blood and people tend to stay in it. You work closely with colleagues; sharing ideas, information and experiences and developing friendships in the community.

Bonnie Boulter, Assistant Zone Nursing Officer

Contact:

Margaret Wilson
Acting Regional Nursing Officer
Medical Services Branch
Health and Welfare Canada
Suite 730 Canada Place, 9700 Jasper Place
Edmonton, Alberta Telephone: 495-2679

COLD LAKE

Population: 3445

Hospital: Cold Lake Regional Hospital

Health Unit: North Eastern Health Unit

Clinics: Medical — 5
Dental — 2

Cold Lake Regional Hospital

Population served: 13,000

Facility opened: 1987

Number of beds:
- Acute care — 50 (100 available)
- Long-term care — 25 (50 available)
- Newborn bassinets — 16

Monthly Activity	
Inpatients	200
Outpatient visits	1200
Deliveries	21
Surgical procedures	50

Active Departments
• Coronary Care
• Diagnostic Laboratory
• Emergency
• Geriatrics
• Medical
• Obstetrics
• Occupational Therapy
• Pathology
• Pediatrics
• Pharmacy
• Physical Therapy
• Radiology
• Recreation Therapy
• Respiratory Therapy
• Surgery
• Ultrasound

Professionals*	
General Practitioners	7
GP/Anesthesiologist	1
General Surgeon	1
Internal Medicine	1
Obstetrics/Gynecology	1
Pathologist (shared)	1
Psychiatrist	1
Nurses	33
Dietitian	1
Laboratory Technologists	6
Occupational Therapist	1
Pharmacist	1
Physiotherapist	3
Radiologist	1
Radiology Technologists	5
Respiratory Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Special Services:
- Six specialists practise out of this central location to provide referral services to the region.

Incentives:
- Will pay costs to attend interview and a portion or all moving costs.
- Will consider further incentives on a profession-specific basis.

Distinctive Challenges: This is an opportunity to work with a group of medical specialists in a small community and to work as part of a team effort to develop this facility as a regional referral hospital. We offer a good working environment in an enlightened organization.

Career Opportunities: Hospital utilization is growing rapidly. A major development in the oil industry and at CFB, Cold Lake would mean opening the hospital to meet these demands, and increasing staff.

Comments: *Cold Lake Regional Hospital offers two unique features to its staff — a core of on-site specialists and an urban population of 13,000 people in three communities of Cold Lake, CFB Cold Lake, and Grand Centre.*

Mr. E. R. Bexson, Administrator

Contact:

Mr. E. R. Bexson
Administrator
Cold Lake Regional Hospital
Postal Services "A"
T0A 0V0
Telephone: 639-3322

ELK POINT

Population: 1391

Hospital: Elk Point Municipal Hospital

Health Unit: North Eastern Alberta Health Unit (District Office)

Clinics: Medical — 2
Dental — 1

Elk Point Hospital

Population served: 6,000

Facility opened: 1976

Expansion:
- A new wing to house a long-term care unit (with 20 additional beds)

Number of beds:
- Acute care — 32
- Long-term care — 10
- Newborn bassinets — 4

Monthly Activity		Active Departments	Professionals*	
Inpatients	95	• Diagnostic Laboratory	General Practitioners	4
Outpatient visits	1500	• Emergency	Nurses	16
Deliveries	5	• Geriatrics	CCTs	3
		• Medical	Dietitian	1
		• Obstetrics	Pharmacist	1
		• Pediatrics	Physiotherapist	1
		• Pharmacy		
		• Radiology		
		• Respiratory Therapy		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Pathologist
- Respiratory Therapist

Special Services:
- Cardiac rehabilitation provided by RNs.
- Diabetic services — all new diabetics receive instruction and weekly follow-up service provided by dietitian and RNs.

Incentives:
- Provide temporary housing.

Distinctive Challenges: We offer a wide variety of cases and long-term care beds in one facility.

Career Opportunities: There is a need for physicians. We encourage rural practicum experiences here. There is more opportunity from experience than upward mobility.

Comments: *The community is a booming area for the heavy oil industry. It has grown by 7% each year for the past four years and this has increased activity in acute care. Buckingham House historic site is being developed as a major tourist attraction.*

C. Johnson, Administrator

Contact:
Mr. C. Johnson
Administrator
Elk Point Municipal Hospital
Postal Bag 3
Elk Point, Alberta T0A 1A0
Telephone: 724-3847

FAIRVIEW

Population: 3281

Hospital: Fairview General Hospital

Health Unit: Peace River Health Unit (District Office)

Long-Term Care: Fairview Nursing Home
Hotel-Dieu of St. Joseph Auxiliary Hospital (Whitelaw)

Clinics: Medical — 5
Dental — 2

Fairview General Hospital

Population served: 12,000 – 15,000

Facility opened: 1977

Number of beds:
- Acute care — 50
- Newborn bassinets — 10

Monthly Activity		Active Departments	Professionals*	
Inpatients	140	• Coronary Care	General Practitioners	6
Outpatient visits	2000	• Diagnostic Laboratory	General Nurses	20
Deliveries	10	• Emergency	Dietitian	1
Surgical procedures	20	• Medical	Laboratory Technologists	3
		• Obstetrics	Pharmacist	1
		• Occupational Therapy	Physiotherapists	2
		• Pediatrics	Radiology Technologists	3
		• Pharmacy		
		• Physical Therapy		
		• Psychiatric Therapy		
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Opthamologist
- Optometrist
- Psychiatrist
- Radiologist

Incentives:
- Subsidized rent in nurses' residence

Distinctive Challenges: Nurses get experience in all areas through the rotation schedule which is in place.

Career Opportunities: This district has long-term care which creates opportunities — this is the trend in health care. Physicians seeking a practice will serve a stable population here.

Comments: *This beautiful community has lots to offer and many amenities. There is good schooling, including Fairview College and facilities. This is a sports oriented community, but there are also art and cultural activities.*

Caroline Cronast, Assistant Executive Director

Contact: Mr. W. J. McGregor
Executive Director
Fairview General Hospital
Bag 2201
Fairview, Alberta T0H 1L0 Telephone: 835-4941

Fairview Nursing Home

Number of beds: 40

Professionals*	
Nurses	3
Recreational Therapist	1
Occupational Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Subsidized housing in Fairview Hospital residence

Contact:
Mr. W. J. McGregor
Executive Director
Fairview General Hospital
Bag 2201
Fairview, Alberta T0H 1L0
Telephone: 835-4941

Hotel-Dieu of St. Joseph Auxiliary Hospital (Whitelaw)

Number of beds: 35

New facility:
- Will be relocated from Whitelaw to the Town of Fairview and opened in 1991.

Professionals*	
Nurses	6

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Subsidized housing for nurses in Whitelaw

Contact:
Mr. W. J. McGregor
Executive Director
Whitelaw, Alberta
T0H 3T0
Telephone: 835-4941

FORT CHIPEWYAN

Population: 1200

Accessible by air only.

Fort Chipewyan Nursing Station

Population served: 1200

Facility opened: 1977

Holding beds: Adult patient, incubator, bassinet, crib

Services:

- Maternal and child care
- Adult health services
- School health programs
- Chronic disease in the elderly
- Communicable disease prevention

Professionals*	
Nurses	5

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:

- Physicians fly in from Fort McMurray

Incentives:

- Cost-of-living allowance
- Isolated post allowance
- Wages competitive with or higher than Alberta union rates
- Northern Tax Benefit
- Academic training in outpost nursing, clinical skills and community health.

Distinctive Challenges: Nurses provide outpatient and emergency care 24 hours a day, 7 days a week. There is the exciting role of the primary health care nurse including health promotion and disease prevention, physical assessment, diagnosis, treatment, prescribing referrals, stabilization and arrangements for evacuation. You will work in a cross-cultural setting with Alberta's aboriginal peoples.

Career Opportunities: There is the option to transfer to other nursing stations and health centres across Canada's north and an opportunity for advancement and promotion to administrative roles.

Comments: *Fort Chipewyan is a friendly community made up of two Indian bands and a large Metis population. The community is situated in a beautiful location on the Athabasca delta. Wood Buffalo Park offers an opportunity for exploration and wilderness experiences.*

Joanne Skiels RN, Fort Chipewyan

The challenge of outpost nursing gets into your blood and people tend to stay in it. You work closely with colleagues, sharing ideas, information and experiences and developing friendships in the community.

Bonnie Boulter, Assistant Zone Nursing Officer

Contact:

Margaret Wilson
Acting Regional Nursing Officer
Medical Services Branch
Health and Welfare Canada
Suite 730 Canada Place, 9700 Jasper Place
Edmonton, Alberta Telephone: 495-2679

FORT MCMURRAY

Population: 34,949

Hospital: Fort McMurray Regional Hospital

Health Unit: Fort McMurray & District Health Unit (Head Office)

Clinics:
Medical — 11
Specialist Clinics — 2
Dental — 7
Physiotherapy — 2

Fort McMurray Regional Hospital

Population served: 50,000

Facility opened: 1981

Number of beds:
- Acute care — 142
- Newborn bassinets — 24

Monthly Activity	
Inpatient	400
Outpatient visits	3690
Deliveries	65
Surgical procedures	240

Active Departments
- Coronary Care (ICU)
- Diagnostic Laboratory
- Emergency
- Medical
- Obstetrics
- Occupational Therapy
- Pathology
- Pediatrics
- Pharmacy
- Physical Therapy
- Psychiatric Therapy
- Radiology
- Recreation Therapy
- Respiratory Therapy
- Surgery
- Ultrasound

Professionals*	
General Practitioners	22
Anesthetists	2
General Surgeons	2
Internal Medicine	2
Obstetricians	2
Orthopedic Surgeons	2
Pathologists	1
Pediatricians	2
Psychiatrists	2
Radiologists	2
Nurses	150
Dietitian	1
Laboratory Technologists	18
Occupational Therapists	3
Pharmacists	4
Physiotherapists	4
Radiology Technologists	10
Recreational Therapist	1
Respiratory Therapists	5
Social Worker	1

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Arthritis and Rheumatology
- Cardiologist: Adult/Pediatric
- Dermatologist
- Gynecologist
- Oncologist
- Opthamologist
- Otolaryngologist
- Pediatric Orthopedics
- Pediatric Pulmonary & Cystic Fibrosis

Special Services:

- Full diagnostic services including CT Scanner
- 7 bed ICU
- Psychiatric outpatient program with hospital and Alberta Mental Health called Venture
- Native liaison program
- Air Medivac
- Clinical centre for training of nurses in programs at U of A, Royal Alexandra Hospital and Grant MacEwan Community College
- Patient classification computer system
- Day centre for long-term care patients on an inpatient and outpatient basis
- LDRP (Labor, Delivery, Recovering, Post Partum) concept is used in the 20 bed obstetrics unit
- Chemotherapy

Incentives:

- Medical professionals receive moving and temporary housing allowance and education allowance
- Other health care professionals receive moving expenses
- Bursaries are offered

Distinctive Challenges:

As a result of living in a somewhat isolated community, you would do more for the patient as far as medical treatment. You would also be prepared for industrial accidents which may occur at the oil sands plants. Work will find you — there is no need to look for it!

Career Opportunities:

Mobility is available in terms of promotions where we promote from within and upgrade skills. We always need nurses in critical care areas.

Comments:

This is a full service regional hospital that offers quite a challenge. We perform all functions you would encounter in a major city hospital. Our hospital has updated equipment and major diagnostic capability. Being a northern hospital adds another dimension to their services. People go above and beyond in providing service; perhaps as a result of having to fend for themselves.

Grant Lemon, President & Chief Executive Officer

Contact:

Grant Lemon CEO (Physicians)
Karen Kristiansson
Human Resources Administrator
Fort McMurray Regional Hospital
#7 Hospital Street
Fort McMurray, Alberta
T9H 1P2
Telephone: 791-6161

FORT VERMILION

Population: 1000

Hospital: St. Theresa General Hospital

Health Unit: High Level/Fort Vermilion Health Unit (District Office)

Clinics: Medical Clinic — 1

St. Theresa General Hospital

Population served: 7500

Facility opened: 1983

Number of beds:
- Acute care — 36
- Newborn bassinets — 5

Monthly Activity		Active Departments	Professionals*	
Inpatients	200	• Diagnostic Laboratory	General Practitioners	1
Outpatient visits	700	• Emergency	GP/Anaesthesia	2
Deliveries	13	• Geriatrics	GP/Surgeon	2
		• Medical	Nurses	18
		• Obstetrics	CCTs	4
		• Pediatrics	Laboratory Technologist	1
		• Pharmacy	Physiotherapist	1
		• Physical Therapy		
		• Radiology		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Provided through High Level General Hospital

Incentives:
- All employees receive $100/month above union rate, under revision
- Provide furnished housing and rent at below market rates to staff, as available
- Relocation allowance
- Other incentives based on individual merit
- Physicians qualify for Rural Incentive Program for Physicians
- Northern Tax Benefit
- Educational bursaries

Distinctive Challenges: The high level of activity offers extreme diversity. A large Mennonite and Native population provides an interesting ethnic and cultural mix. The physicians conduct fly-in clinics to outlying communities; there is always uncertainty of what situations may await them.

Comments: *The area is expanding fast as a result of oil and gas, forestry and agriculture. This is the most northerly farm community in Canada.*

George Schmidt, Executive Director

Contact:
Mr. George K. Schmidt
Executive Director
High Level Community Health Centre
Bag 400
High Level, Alberta
T0H 1Z0
Telephone: 926-3791

FOX CREEK

Population: 2086
Hospital: Fox Creek Hospital
Health Unit: Stony Plain Lac Ste. Anne Health Unit (District Office)
Clinics: Medical — 1

Fox Creek Hospital

Population served: 2500
Facility opened: 1982
Number of beds:
- Acute care -- 10

Monthly Activity		Active Departments	Professionals*	
Inpatients	20	• Diagnostic Laboratory	General Practitioners	2
Outpatient visits	300	• Emergency	Nurses	5
Deliveries	2	• Medical	CCTs	2
		• Obstetrics	Physiotherapist	1
		• Pediatrics		
		• Physical Therapy		
		• Radiology		

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Town of Fox Creek offers some assistance to physicians and dentists

Distinctive Challenges: In this small facility, the challenge is to be able to cope with whatever may arise.

Contact:
Mr. A. Edstrom
Administrator
Fox Creek Hospital
Box 990
Fox Creek, Alberta
Telephone: 778-2285

FOX LAKE

Population: 800
Accessible by air only

Fox Lake Nursing Station

Population served: 800

Facility opened: 1977

Number of beds: Adult patient, incubator, bassinet, crib

Services:
- Maternal and child care
- Adult health services
- School health programs
- Chronic disease in the elderly
- Communicable disease prevention

Professionals*	
Nurses	2

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Physicians visit from High Level and Fort Vermilion

Incentives:
- Cost-of-living allowance
- Isolated post allowance
- Wages competitive with or higher than Alberta union rates
- Northern Tax Benefit
- Academic training in outpost nursing, clinical skills and community health

Distinctive Challenges: There is the exciting role of the primary health care nurse including health promotion and disease prevention, physical assessment, diagnosis, treatment, prescribing, referrals, stabilization and arrangements for evacuation. You will work in a cross-cultural setting with Alberta's aboriginal peoples.

Career Opportunities: There is an option to transfer to other nursing stations across Canada's north and an opportunity for advancement and promotion to administrative roles.

Comments: *Fox Lake is a small nursing station which gives an opportunity for nurses to learn and do things that they would never have a chance to do otherwise. Nurses are exposed to a broad spectrum of medicine ranging from people care to administration.*

Joan Christianson RN, Fox Lake

The challenge of outpost nursing gets into your blood and people tend to stay in it. You work closely with colleagues, sharing ideas, information and experiences and developing friendships in the community.

Bonnie Boulter, Assistant Zone Nursing Officer

Contact: Margaret Wilson
Acting Regional Nursing Officer
Medical Services Branch
Health and Welfare Canada
Suite 730 Canada Place
9700 Jasper Place
Edmonton, Alberta Telephone: 495-2679

GLENDON

Population: 480
Hospital: Glendon Municipal Hospital
Health Unit: North Eastern Alberta Health Unit
Clinics: Medical — 1

Glendon Municipal Hospital

Population served: 3000
Facility opened: 1982
Number of beds:
- Acute care — 12

Monthly Activity		Active Departments	Professionals*	
Inpatients	6	• Diagnostic Laboratory	General Practitioners	1
Outpatient visits	400	• Emergency	Nurses	7
		• Geriatrics	CCTs	2
		• Medical		
		• Pediatrics		
		• Pharmacy		
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Geriatrics
- Pathologist

Special Services:
- North Eastern Alberta Health Unit provides home care and monthly immunization clinics out of part-time office in hospital

Incentives:
- Eligible for Rural Incentive Payment Program for Physicians

Distinctive Challenges: We look for someone who is competent and confident in their ability to handle a wide variety of cases that come through the hospital. There are excellent working conditions in this rural environment. Our small staff offers a family type atmosphere.

Comments: *Glendon is a warm and friendly community. We offer job satisfaction and stability. There are good recreation facilities and opportunities for hunting and fishing.*

A. Senio, Administrator

Contact:
Mr. A. Senio
Administrator
Glendon Municipal Hospital
Box 570
Glendon, Alberta
T0A 1P0
Telephone: 635-3861

GRANDE CACHE

Population: 3646
Hospital: Grande Cache General Hospital
Health Unit: Alberta West Central Health Unit
Clinics: Medical — 1
Dental — 1

Grande Cache General Hospital

Population served: 3700
Facility opened: 1970
Number of beds:
- Acute care — 31
- Newborn bassinets — 7

Monthly Activity		Active Departments	Professionals*	
Inpatients	12	• Diagnostic Laboratory	General Practitioners	4
Outpatient visits	750	• Emergency	Nurses	15
Deliveries	5	• Medical	CCT	1
Surgical procedures	18	• Obstetrics	Laboratory Technologists	2
		• Pediatrics	Physiotherapist	1
		• Pharmacy	Radiology Technologist	1
		• Physical Therapy		
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Northern Tax Benefit
- Bursaries to high school students entering health care fields

Distinctive Challenges: You must have a good understanding of complete nursing care and be able to handle everything from industrial accidents to complicated maternity cases. Staff are provided with training to handle these emergency conditions.

Career Opportunities: Opportunities include promotion from within where possible. The type of work gives career development, rather than upward mobility.

Comments: *The community is set in mountainous terrain and offers excellent recreation opportunities.*

Frank Wythe, Past Administrator

Contact:
James Jenkins
Administrator
Grande Cache General Hospital
Box 629
Grande Cache, Alberta
T0E 0Y0
Telephone: 827-3701

GRANDE PRAIRIE

Population: 26,648
Hospital: Queen Elizabeth II Hospital
Health Unit: South Peach Health Unit (Head Office)
Nursing Home: Grande Prairie Central Park Lodge
Clinics: Medical — 7
Dental — 7
Physiotherapy — 1

Queen Elizabeth II Hospital

Population served: 100,000
Facility opened: 1984
Expansion: • McKenzie Place, a long-term care facility was opened in 1986
Number of beds: Acute care — 250
Long-term care — 150
Newborn bassinets — 29

Monthly Activity	
Inpatients	5060
Outpatient visits	8943
Deliveries	76
Surgical procedures	402

Active Departments

- Diagnostic Laboratory
- Emergency
- Geriatrics
- ICU
- Medical
- Obstetrics
- Occupational Therapy
- Pathology
- Pediatrics
- Pharmacy
- Physical Therapy
- Psychiatric Therapy
- Radiology
- Recreation Therapy
- Respiratory Therapy
- Speech Therapy
- Surgery
- Ultrasound

Professionals*	
General Practitioners	30
General Surgeons	3
Ear, Nose and Throat	1
Internal Medicine	2
Obstetrics/Gynecology	2
Opthamologists	2
Orthopedic Surgeons	2
Pathologist	2
Pediatrician	1
Psychiatrists	4
Radiologists	3
Urologist	2
General Nurses	180
Management Nurses	25
Psychiatric Nurses	13
Clinical Psychologist	1
Comp.Tomography Tech.	3
Dietitians	3
Laboratory Technologists	26
Music Therapist	1
Nuclear Medicine Tech.	2
Occupational Therapists	11
Paramedics	12
Pharmacists	7
Physiotherapists	13
Radiology Technologists	9
Recreation Therapists	3
Respiratory Therapists	8
Social Workers	4
Speech Pathologist	1
Ultrasound Technologists	3

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:

- Ear, Nose and Throat
- Dermatologist
- Geriatric Medicine
- Pediatric Cardiologist
- Rheumatologist

Special Services:

- Sophisticated regional health care facility serving the northwest region of Alberta and northeastern British Columbia
- Integrated auxiliary and nursing home facility — one of the few in Canada
- Telemetry beds — the ICU and other beds have a computerized communication system
- Pharmacy does IV medicine preparation and has an IV Additive Program and Unit Dose System
- Radiology offers full diagnostic services including computerized tomography, angiography, fluoroscopy, nuclear medicine and mammography
- Music therapy — unique in Alberta
- Total Prenatal Nutrition
- Rehabilitation component in long-term care
- Follow-up chemotherapy through Cross Cancer Institute
- Ambulance services — Advanced Life Support Course offered in-house to develop these skills
- Regional Laboratory Service
- Full-time Chaplain on staff
- Surgical units — orthopedic and urology

Incentives:

- Nurses who are new grads and those with up to 3 years experience receive $1,350 relocation allowance assistance. Those with 3 years or more receive an additional $1,250 with supporting receipts. All are required to give a 12-month employment commitment.
- Physiotherapists, OTs, respiratory therapists and pharmacists may receive a maximum relocation allowance of one month's salary
- Bursaries range from $3,000 to $6,000 in the final year of study for occupational shortages
- Day Care — on-site day care planned for 1989
- Management Development Program
- Range of employee programs including a Wellness Program and an Employee Recognition Program

Distinctive Challenges:

The hospital is an excellent training environment providing a broad range of experiences in a sophisticated environment using state-of-the-art technology. Nurses can receive orientation and experience in ICU emergency and OR.

Career Opportunities:

There is opportunity for upward mobility, particularly in nursing, pharmacy, physiotherapy and other shortage areas. Nursing management positions come available quite frequently.

Comments:

Queen Elizabeth II Hospital cares for the physical, mental and spiritual needs of its patients.

Del Robinson, Director of Personnel

Contact:

Ken Fox
Executive Director (Physicians)
Sandra Nilsson
Personnel Officer
Queen Elizabeth II Hospital
10409 – 98 Street
Grande Prairie, Alberta T8V 2E8
Telephone: 538-7167

Grande Prairie Central Park Lodge

Number of beds: 88

Professionals*	
Nurses	9
Psychiatric Nurse	1
Recreational Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Distinctive Challenges: Staff must look after the medical and social needs of residents. Health care standards are high, even though this facility offers a relaxed atmosphere.

Career Opportunities: RNs may progress to in service coordinator or management positions.

Comments: *The north is very friendly and people here are very community-oriented.*

David Dennis, Manager

Contact:

David Dennis
Manager
Grande Prairie Central Park Lodge
10039 – 98 Street
Grande Prairie, Alberta
Telephone: 532-3525

GRIMSHAW

Population: 2625

Hospital: Grimshaw/Berwyn and District Hospital

Health Unit: Peace River and District Health Unit

Clinics: Medical — 1

Grimshaw/Berwyn and District Hospital

Population served: 6500

Facility opened: 1984

Number of beds:
- Acute care — 25
- Newborn bassinets — 4

Monthly Activity		Active Departments	Professionals*	
Inpatients	100	• Diagnostic Laboratory	General Practitioners	4
Outpatient visits	1200	• Emergency	Nurses	12
Deliveries	3	• Medical	CCTs	2
Surgical procedures	15	• Obstetrics	Laboratory Technologists	2
		• Pediatrics	Radiology Technologist	1
		• Pharmacy		
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Geriatric Medicine
- Opthamologist
- Pathologist
- Psychiatrist
- Radiologist

Distinctive Challenges: This active rural hospital offers health care professionals a wide variety of case mix. Its psychiatric patients require unique help before they are transferred to another hospital.

Contact:
Mr. Jack Shufflebotham
Administrator
Grimshaw/Berwyn and District Hospital
Bag 200
Grimshaw, Alberta
T0H 1W0
Telephone: 332-1155

HIGH LEVEL

Population: 3004

Hospital: High Level General Hospital

Health Unit: High Level Fort Vermilion Health Unit (Head Office)

Clinics: Medical — 1
Dental — 2 (includes U of A mobile dental unit)
Physiotherapy — 1

High Level General Hospital

Population served: 7500

Facility opened: 1973

Renovations: Renovations and lab expansion in 1989

Number of beds:
- Acute care — 25
- Newborn bassinets — 10

Monthly Activity		Active Departments	Professionals*	
Inpatients	160	• Diagnostic Laboratory	General Practitioners	4
Outpatient visits	700	• Emergency	GP/Anesthesia	2
Deliveries	25	• Geriatrics	GP/Surgeon	2
Surgical procedures	20	• Medical	Nurses	12
		• Obstetrics	CCTs	3
		• Pediatrics	Laboratory Technologist	1
		• Pharmacy	Pharmacist	1
		• Physical Therapy	Radiology Technologist	1
		• Radiology		
		• Surgery		
		• Ultrasound		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Cardiologist
- Ear, Nose and Throat
- Internal Medicine
- Obstetrics/Gynecologist
- Pediatric Cardiologist
- Radiologist
- Ultrasound Specialist

Incentives:
- All employees receive $100/month above union rate, under revision
- Provide furnished housing and rent at below market rates to staff, as available
- Relocation allowance
- Other incentives based in individual merit
- Physicians qualify for Rural Incentive Program for Physicians
- Northern Tax Benefit
- Educational bursaries

Distinctive Challenges: The high level of activity offers extreme diversity. A large Mennonite and Native population provides interesting ethnic and cultural mix. The physicians conduct fly-in clinics to outlying communities; there is always uncertainty of what situations may await them.

Career Opportunities: Students doing rural practicums in High Level get an opportunity to experience this rather unique environment. Staff enjoy the teaching aspects associated with these rural placements.

Comments: *The area is expanding fast as a result of oil and gas, forestry and agriculture. This it the most northerly farm community in Canada.*

George Schmidt, Executive Director

Contact:

Mr. George K. Schmidt
Executive Director
High Level Community Health Centre
Bag 400
High Level, Alberta
T0H 1Z0
Telephone: 926-3791

HIGH PRAIRIE

Population: 2817

Hospital: High Prairie Regional Health Complex

Health Unit: Peace River Health Unit (District Office)

Nursing Home: J.B.T. Wood Nursing Home

Clinics: Medical — 1
Dental — 1

High Prairie Regional Health Complex

Population served: 9000

Facility opened: 1962

Expansion:
- Nursing home built in 1966
- New addition to hospital facility in 1978

Number of beds:
- Acute care — 75
- Newborn bassinets — 16
- Hostel beds — 8

Monthly Activity		Active Departments	Professionals*	
Inpatients	250	• Coronary Care	General Practitioners	6
Outpatient visits	1800	• Diagnostic Laboratory	Internal Medicine	1
Deliveries	18	• Emergency	Obstetrics/Gynecology	1
Surgical procedures	60	• Geriatrics	Psychiatrist	1
		• Medical	Specialist Surgeon	1
		• Obstetrics	Nurses	28
		• Pediatrics	CCTs	3
		• Pharmacy	Dietitian	1
		• Physical Therapy	Laboratory Technologists	4
		• Radiology	Pharmacist	1
		• Recreation Therapy	Physiotherapists	3
		• Surgery	Radiology Technologists	3
		• Ultrasound		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Ear, Nose and Throat
- Orthopedics
- Pathologist
- Pediatrician
- Radiologist

Special Services: In addition to acute and extended care beds, diagnostic rehabilitation and support services, the complex houses a medical clinic, pharmacy, health unit, home care program, dentist's clinic, optometrist, Alberta Social Services Department, private consulting rooms for visiting specialists and an 8-bed hostel.

Incentives:
- Moving expenses to a maximum of $2,000 dependent on staff shortages
- Uniform allowance
- Single people are offered two months free accommodation in the staff residence
- Northern Tax Benefit

Distinctive Challenges: There are high risk obstetrics, quite a bit of surgery and a variety in case mix.

Career Opportunities: The wide variety of experience makes the skills you develop very marketable. There is room for advancement within the organization. Redevelopment programs will provide opportunities in a complete range of services for auxiliary care and nursing home beds.

Contact:
Mr. Len Hough
Executive Director
High Prairie Regional Health Complex
Postal Bag #1
High Prairie, Alberta
T0G 1E0
Telephone: 523-3341

J.B.T. Wood Nursing Home

Number of beds: 50

Professionals*	
Nurses	7
Recreational Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Moving expenses to a maximum of $2,000 dependent on staff shortages
- Single people are offered two months free accommodation in the staff residence
- Northern Tax Benefit

Contact:
Mr. Len Hough
Executive Director
High Prairie Regional Health Complex
Postal Bag #1
High Prairie, Alberta
T0G 1E0
Telephone: 523-3341

HYTHE

Population: 688

Hospital: Hythe Municipal Hospital and Nursing Home

Health Unit: South Peace Health Unit

Clinics: Medical — 1

Hythe Municipal Hospital and Nursing Home

Population served: 1500

Facility opened: 1983

Number of beds:

- Acute care — 10
- Long-term care — 25
- Newborn bassinets — 3

Monthly Activity		Active Departments	Professionals*	
Inpatients	30	• Diagnostic Laboratory	General Practitioners	2
Outpatient visits	200	• Emergency	Nurses	5
Deliveries	13	• Geriatrics	CCT	1
		• Medical	Dietitian	1
		• Obstetrics	Physiotherapist	1
		• Pediatrics		
		• Pharmacy		
		• Radiology		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:

- Respiratory Therapist

Distinctive Challenges: There is a particular challenge in geriatrics. The "grey wave" needs a holistic type approach. We need a well-rounded person who is able to think on his or her feet and handle whatever comes in, with few support systems.

Contact:

Vern Jones
Administrator (Physicians)
Joan Stewart
DON
Hythe Municipal Hospital and Nursing Home
PO Box 100
Hythe, Alberta
T0H 2C0
Telephone: 356-3818

LAC LA BICHE

Population: 2553

Hospital: William J. Cadzow Hospital

Health Unit: Athabasca Health Unit (District Office)

Clinics: Medical — 2
Dental — 2

William J. Cadzow Hospital

Population served: 12,000

Facility opened: 1983

Renovations:
- Pediatrics ward in 1989

Number of beds:
- Acute care — 72
- Long-term care — 25
- Newborn bassinets — 6

Monthly Activity		Active Departments	Professionals*	
Inpatients	350	• Coronary Care (Special Care)	General Practitioners	5
Outpatient visits	12,000	• Diagnostic Laboratory	GP/Obstetrics	1
Deliveries	17	• Emergency	Internal Medicine	1
Surgical procedures	86	• Geriatrics	Nurses	42
		• Medical	Dietitian	1
		• Obstetrics	Laboratory Technologists	8
		• Pathology	Pharmacist	1
		• Pediatrics	Physiotherapists	2
		• Pharmacy	Radiology Technologists	3
		• Physical Therapy		
		• Radiology		
		• Surgery		
		• Ultrasound		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Geriatric Medicine
- Pathologist
- Radiologist

Special Services:
- Provide follow-up chemotherapy through the Cross Cancer Institute

Incentives:
- Incentive program in place for RNs
- Will assist in finding and funding housing
- Preceptorship Program is custom designed for the individual in content and duration

Distinctive Challenges: The staff has the opportunity to be involved in the decision-making process. The hospital runs on a team work concept. There is lots of diversity in case mix.

Career Opportunities: A high percentage of the management team has worked up through the system; promotion opportunities exist.

Comments: *Lac La Biche is in the heart of the Lakeland District and offers phenomenal recreation opportunities.*

A. Woodruff, Executive Director

Contact:

Mr. Allen Woodruff
Executive Director
William J. Cadzow Hospital
PO Box 507
Lac La Biche, Alberta T0A 2C0
Telephone: 623-4404

MANNING

Population: 1144

Hospital: Manning General Hospital

Health Unit: Peace River Health Unit (District Office)

Clinics: Medical — 1

Manning General Hospital

Population served: 5000

Facility opened: 1955

Expansion:
- An addition for support services area in 1979
- Plans for a 30-bed auxiliary hospital opening in 1991

Number of beds:
- Acute care — 34
- Newborn bassinets — 8

Monthly Activity		Active Departments	Professionals*	
Inpatients	100	• Diagnostic Laboratory	General Practitioners	1
Outpatient visits	1360	• Emergency	GP/Surgeons	2
Deliveries	2	• Geriatrics	Nurses	15
Surgical procedures	10 (minor)	• Medical	Laboratory Technologists	3
		• Obstetrics	Radiology Technologists	2
		• Pediatrics		
		• Pharmacy		
		• Radiology		
		• Respiratory Therapy		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Anesthetist
- Opthamologist
- Pathologist
- Radiologist
- Respiratory Therapist

Special Services:
- Physiotherapy is provided through the Peach River Health Unit

Incentives:
- Dependent on shortages
- Northern Tax Benefit
- Flexible schedules in 8- or 12-hour shifts

Distinctive Challenges: Exposure is provided to all areas of the hospital including emergency, medicine, pediatrics, etc.

Career Opportunities: We will require a physiotherapist, occupational therapist and four to six nurses for new facility in 1991.

Contact:
Mr. David Mathews
Administrator
Manning General Hospital
Postal Bag 1250
Manning, Alberta
T0H 2M0
Telephone: 836-3391

MCLENNAN

Population: 1021

Hospital: Sacred Heart Health Centre

Health Unit: Peace River Health Unit

Clinics: Medical — 2
Dental — 1 (U of A mobile dental unit)

Sacred Heart Health Centre

Population served: 8000

Facility opened: 1988

Number of beds:
- Acute care — 50
- Long-term care unit — 70
- Day surgery beds — 3
- Newborn bassinets — 6

Monthly Activity	
Inpatients	180
Outpatient visits	1000
Deliveries	8
Surgical procedures	45

Active Departments
- Diagnostic Laboratory
- Emergency
- Geriatrics
- Medical
- Obstetrics
- Pediatrics
- Pharmacy
- Physical Therapy
- Radiology
- Recreation Therapy
- Respiratory Therapy
- Surgery
- Ultrasound

Professionals*	
General Practitioners	5
Nurses	32
Laboratory Technologists	4
Physiotherapists	3
Radiology Technologists	3

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- General Surgery
- Geriatrics
- Obstetrics/Gynecology
- Orthopedics

Special Services:
- Pastoral care provided in extended care department

Incentives:
- Dependent on identified shortages
- Northern Tax Benefit

Distinctive Challenges: The type of work provides a person with well-rounded experience. This is a modern health care facility in a bilingual region.

Career Opportunities: We try to promote from within. There are opportunities for nurses to reach management positions quickly.

Contact:
Mr. Brian Hrab
Administrator
Sacred Heart Hospital
PO Bag 2000
McLennan, Alberta
T0H 2L0
Telephone: 324-3730

PEACE RIVER

Population: 6355

Hospital: Peace River Hospital Complex

Health Unit: Peace River Health Unit (Head Office)

Clinics:
Medical — 2
Dental — 1
Physiotherapy — 1

Peace River Hospital Complex

Population served: 15,000

Facility opened: 1961

Expansion: Nursing home was built in 1971

Number of beds:
- Acute care — 71
- Long-term care — 126
- Newborn bassinets — 12

Monthly Activity		Active Departments	Professionals*	
Inpatients	240	• Coronary Care	General Practitioners	9
Outpatient visits	2200	• Diagnostic Laboratory	Radiologist	1
Deliveries	30	• Emergency	Nurses	32
Surgical procedures	42	• Geriatrics	Dietitian	1
		• Medical	Laboratory Technologists	7
		• Obstetrics	Occupational Therapist	1
		• Occupational Therapy	Pharmacist	1
		• Pathology	Physiotherapists	2
		• Pediatrics	Radiology Technologists	4
		• Pharmacy		
		• Physical Therapy		
		• Psychiatric Therapy		
		• Radiology		
		• Surgery		
		• Ultrasound		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Dermatologist
- Ear, Nose and Throat
- Internal Medicine
- Pathologist
- Orthapod

Special Services:
- Mammography
- Some regional laboratory services
- Has a unique department developing and selling computer software including financial management, admissions and discharge programs

Incentives:
- Northern Tax Benefit

Comments: *Peace River is a good place to get involved in community activities. The Daishowa Pulp Mill coming on stream will ensure there is lots of challenge and activity in providing extended services as the community grows.*

Mike Ostafichuk, Administrator

Contact:

Mr. Mike Ostafichuk
Administrator
Peace River Hospital Complex
Bag 400
Peace River, Alberta T0H 2X0
Telephone: 624-2511

SLAVE LAKE

Population: 5611

Hospital: Slave Lake General Hospital

Health Unit: Athabasca Health Unit (District Office)

Clinics:
Medical — 1
Dental — 1
Physiotherapy — 1

Slave Lake General Hospital

Population served: 10,000

Facility opened: 1969

New facility: New hospital, opening in 1991, will include 50 acute care beds, 30 long-term care and 8 bassinets.

Number of beds:
- Acute care — 39
- Newborn bassinets — 7

Monthly Activity		Active Departments	Professionals*	
Inpatients	200	• Diagnostic Laboratory	General Practitioners	8
Outpatient visits	1500	• Emergency	Nurses	16
Deliveries	18	• Medical	CCTs	2
Surgical procedures	30	• Obstetrics	Laboratory Technologists	3
		• Pediatrics	Occupational Therapist	1
		• Pharmacy	Paramedics	2
		• Physical Therapy	Physiotherapist	1
		• Radiology	Radiology Technologists	2
		• Surgery	Respiratory Therapist	1
		• Ultrasound		

*Reflects needs of new facility and filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Dermatologist
- Pediatrician
- Radiologist

Special Services:
- Air medivac evacuation team is handled by ambulance department utilizing nursing personnel

Incentives:
- Incentives available in relation to occupation shortages
- Northern Tax Benefit
- Certification in Advanced Cardiac Life Support and Basic Trauma Life Support

Distinctive Challenges: This type of work offers personal growth and development opportunities. We have a varied case mix. Nurses may wish to become part of the medical evacuation team which focuses on providing patient care outside the facility.

Career Opportunities: Our new facility offers many new positions. We need staff in nursing administration.

Comments: *Located on the shores of Lesser Slave Lake, the town is strongly associated with its resources and natural environment. It offers opportunities to industry and business and provides a pleasant living environment.*

Excerpt from promotional material

Contact:

Mr. Lyle McKellar
Director of Patient Services
Slave Lake General Hospital
PO Box 330
Slave Lake, Alberta
T0G 2A0
Telephone: 849-3732

SPIRIT RIVER

Population: 1086

Hospital: Central Peace General Hospital

Health Unit: South Peace Health Unit (District Office)

Clinics: Medical – 1
Dental – 1

Central Peace General Hospital

Population served: 7500

Facility opened: 1971

Expansion: Plans for 40-bed long-term care facility scheduled to open in 1991

Number of beds:
- Acute care – 42
- Newborn bassinets – 6

Monthly Activity		Active Departments	Professionals*	
Inpatients	100	• Diagnostic Laboratory	General Practitioners	3
Outpatient visits	800	• Emergency	Nurses	16
Deliveries	4	• Geriatrics	CCT	1
Surgical procedures	12	• Medical	Laboratory Technologist	1
		• Obstetrics	Radiology Technologist	1
		• Pediatrics		
		• Pharmacy		
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Hospital-owned residence provides staff housing
- Northern Tax Benefit

Distinctive Challenges: Every aspect of nursing is done here. This hospital offers good experience and a chance to use all the skills you've learned.

Career Opportunities: We try to promote from within. The new facility will have positions open in nursing, physiotherapy, occupational therapy, pharmacy and nursing administration.

Contact: Mr. Wayne Peterson
Administrator
Central Peace General Hospital
PO Box 339
Spirit River, Alberta
T0H 3G0
Telephone: 864-3993

ST. PAUL

Population: 5128

Hospital: St. Therese General Hospital

Health Unit: North Eastern Alberta Health Unit (Head Office)

Nursing Home: Extendicare Health Services Ltd.

Clinics: Medical — 1
Dental — 4

St. Therese General Hospital

Population served: 15,000

Facility opened: 1962. Major renovation and expansion in 1988

Renovations and expansion: Completed in auxiliary, acute, psychiatry, diagnostic services, emergency outpatient, rehabilitation, ICU in 1988

Number of beds:

- Acute care — 47 (66 available)
- Acute psychiatric — 10
- Long-term care — 30
- Newborn bassinets — 6

Monthly Activity	
Inpatients	850
Outpatient visits	4000
Deliveries	15
Surgical procedures	30

Active Departments

- Coronary Care (Special Care)
- Diagnostic Laboratory
- Emergency
- Geriatrics
- Medical
- Obstetrics
- Occupational Therapy
- Pathology
- Pediatrics
- Pharmacy
- Physical Therapy
- Psychiatric Therapy
- Radiology
- Recreation Therapy
- Surgery
- Ultrasound

Professionals*	
General Practitioners	6
Pathologist	1
Psychiatrists	2
General Nurses	55
Clinical Psychologists	2
Dietitian	1
Laboratory Technologists	6
Mental Health Therapists	3
Occupational Therapists	2
Pharmacist	1
Physiotherapists	2
Psychiatric Nurses	10
Radiology Technologists	3
Recreation Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:

- Cardiologist
- Internist
- Orthotist
- Pathologist
- Psychiatrist
- Radiologist

Special Services:

- Provide chemotherapy through the Cross Cancer Institute
- Regional lab offering full lab services to 10 hospitals
- Only blood bank in Northeast Alberta
- Provide rural placement training for many health care professionals from a variety of educational institutions
- Offer family medicine clinical experience to medical students

Incentives:

- A program is being developed to address shortages
- BScN Degree is available in St. Paul
- Critical care nurses are trained in ACLS (Advanced Cardiac Life Support Certificate)

Distinctive Challenges: We provide full medical care in an active and sophisticated hospital. We are highly regarded by teaching hospitals and visiting specialists as a "model" rural hospital. We offer good support systems, including a highly qualified medical staff, an excellent trauma team and a fully functioning SCU. The Psychiatric Unit has a large outpatient component.

Career Opportunities: There are a variety of opportunities in long-term care, acute care and the psychiatric unit.

Comments: *Lots of social activities are offered in this "Heart of the Lakeland!" This area is noted for fishing and lake oriented recreation. There is an indoor pool and spa. We are two hours from Edmonton.*

Betty Hall-Petry, DON

Contact:
Mr. Benno Muench
Executive Director
St. Therese General Hospital
PO Box 180
St. Paul, Alberta
T0A 3A0
Telephone: 645-3331
Direct Line: 429-3041 (for Edmonton and surrounding area)

Extendicare Health Services Ltd. (St. Paul)

Number of beds: 75

Professionals*	
Nurses	3
Occupational Therapist	1
Recreation Therapist	1

*Reflects filled and vacant positions, full-time equivalent.

Distinctive Challenges: The staff participates in decision making (team concept). Professionals can exercise their independence and work in innovative and flexible program development. We work with rehabilitation methods to restore high function to residents.

Career Opportunities: Staff are able to move within the organization to other facilities in Alberta and across Canada.

Comments: *We promote quality-of-life in an atmosphere that is as home-like as possible.*

Steve Crim, Administrator

Contact:
Steve Crim
Administrator
Extendicare Health Services Ltd.
PO Box 886
St. Paul, Alberta
T0A 3A0
Telephone: 645-3375

SWAN HILLS

Population: 2407

Hospital: Swan Hills General Hospital

Health Unit: Sturgeon Health Unit (District Office; Head Office in St. Albert)

Clinics: Medical — 1

Swan Hills General Hospital

Population served: 2500

Facility opened: 1985

Number of beds:
- Acute care — 20
- Newborn bassinets — 4

Active Departments	Professionals*	
• Diagnostic Laboratory	General Practitioners	3
• Emergency	Nurses	9
• Geriatrics	CCTs	2
• Medical		
• Obstetrics		
• Pediatrics		
• Pharmacy		
• Radiology		

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Physicians provided with subsidized housing by the town of Swan Hills
- Nurses provided with subsidized housing owned by the hospital
- Relocation loan

Distinctive Challenges: Staff must be prepared for industrial accidents related to oil field activity or to the world-class waste disposal facility.

Comments:

The recreation amenities in the town are the finest you will find anywhere for the size of the young and vital community, including a curling and community centre, tennis courts, 25-metre indoor swimming pool, 500 seat hockey arena and a newly constructed 9-hole golf course.

An attractive commercial core is surrounded by beautifully landscaped neighborhoods. The residential streets are all paved and the community features all the municipal services of a major centre.

The Swan Hills General Hospital is a modern, well-equipped facility. We offer all our health care professionals the opportunity to make a good living and enjoy a high quality-of-life. There is excellent "esprit de corps" and the staff social club is innovative and strongly supported by all levels of staff.

Robert Finlayson, Administrator

Contact:

Mr. Robert Finlayson
Administrator
Swan Hills General Hospital
PO Box 266
Swan Hills, Alberta
T0G 2C0
Telephone: (403) 333-4141

VALLEYVIEW

Population: 2218

Hospital: Valleyview Health Centre

Health Unit: South Peace Health Unit (District Office)

Clinics: Medical — 1
Dental — 1

Valleyview Health Centre

Population served: 7500

Facility opened: 1966

New facility:
- Planned opening in 1991 for 35 acute beds, 25 long-term care and 6 newborn bassinets

Number of beds:
- Acute care — 35
- Newborn bassinets — 6

Monthly Activity		Active Departments	Professionals*	
Inpatients	107	• Diagnostic Laboratory	General Practitioners	3
Deliveries	6	• Emergency	Nurses	13
		• Geriatrics	Laboratory Technologists	3
		• Medical	Pharmacist	1
		• Obstetrics	Radiology Technologist	2
		• Pediatrics		
		• Pharmacy		
		• Radiology		
		• Ultrasound		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Chief of Staff
- Geriatrics
- Psychologist

Special Services:
- New facility will provide physiotherapy, occupational therapy, surgery and pathology

Incentives:
- Up to $2,000 provided for moving expenses for RNs
- Up to three months accommodation can be provided
- Other professionals qualify for incentives if there is a proven shortage

Contact: Mr. Al Skretting
Administrator
Valleyview Health Centre
Box 358
Valleyview, Alberta
T0H 3N0
Telephone: 524-3356

WABASCA/DESMARAIS

Population: 3,500

Hospital: Wabasca/Desmarais General Hospital

Health Unit: Athabasca Health Unit (District Office)

Clinics: Medical — 1

Wabasca Desmarais General Hospital

Population served: 3500

Facility opened: 1989

Number of beds:
- Acute care — 25
- Newborn bassinets — 4

Monthly Activity	Active Departments	Professionals*	
New facility — no data yet	• Diagnostic Laboratory • Emergency • Medical • Obstetrics • Pediatrics • Radiology	General Practitioners Nurses CCTs	2 8 2

*Reflects filled and vacant positions, full-time equivalent.

Incentives:
- Housing complex available with first 3 months free rent
- Incentives available in relation to occupation shortages
- Assistance with relocation is on an individual basis
- Northern Tax Benefit

Distinctive Challenges: Staff can be involved in new program development to service this community in this new facility. There will be changes and adjustments made by the community and health care professionals to a new hospital, rather than the familiar outpost medical centre. Working with 95% Native population and learning about another culture is challenging. There is opportunity for involvement as part of the Medivac Team.

Career Opportunities: There are always opportunities for nurses.

Comments: *These communities are nestled among beautiful forests, lakes and rivers, and are a paradise for hunters, fishermen and photographers.*

Excerpt from promotional material

Contact:
Carolyn Panter
Assistant Administrator
Slave Lake General Hospital
PO Box 330
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T0G 2A0
Telephone: 849-3732

WHITECOURT

Population: 6126

Hospital: Whitecourt General Hospital

Health Unit: Stony Plain Lac Ste. Anne Health Unit (District-Office)

Clinics: Medical — 1
Dental — 1

Whitecourt General

Population served: 9000

Facility opened: 1965

Number of beds:
- Acute care — 24
- Newborn bassinets — 7

Monthly Activity		Active Departments	Professionals*	
Inpatients	100	• Diagnostic Laboratory	General Practitioners	6
Outpatient visits	1700	• Emergency	Nurses	13
Deliveries	17	• Medical	CCT	1
Surgical procedures	25	• Obstetrics	Laboratory Technologists	3
		• Pediatrics	Pharmacist	1
		• Pharmacy	Physiotherapists	2
		• Physical Therapy	Radiology Technologists	2
		• Radiology		
		• Surgery		

*Reflects filled and vacant positions, full-time equivalent.

Visiting Specialists:
- Ear, Nose and Throat
- Internal Medicine
- Pathologist
- Radiologist
- Obstetrics/Gynecology

Incentives:
- Incentives are profession-specific

Distinctive Challenges: A unique feature of this small rural hospital is the high number of obstetrics per year. There is a real challenge offered by the high incidence of trauma and emergency work in this active industrial community.

Career Opportunities: There is room for advancement and more opportunities will open up should a planned new facility receive approval.

Comments: *Whitecourt is a thriving, bustling, growing town.*

A. Edstrom, Administrator

Contact: Mr. A. Edstrom
Administrator
Whitecourt General Hospital
Box 1080
Whitecourt, Alberta
T0E 2L0
Telephone: 778-2285

Northern Alberta Health Unit Profiles

ATHABASCA HEALTH UNIT

Head Office: Athabasca

District Offices:
- Lac La Biche
- Slave Lake
- Wabasca/Desmarais
- Faust
- Smith
- Trout Lake
- Peerless Lake

Population served: 29,500

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Early Intervention Program
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison Program
- Nutrition Programs
- Prenatal Classes
- Preschool Screening Program
- School Health Services
- Sexuality Education
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Community Health Nurses	10
Dental Assistants	3
Dental Hygienists	2
Environmental Health Inspectors	3
Home Care Nurses	12
Nutritionist	1
Occupational Therapist	1
Sexuality Education Consultant	1
Speech Pathologists	4

Incentives:
- Cost-of-living allowance provided for staff in Trout Lake, Peerless Lake and Wabasca/Desmarais
- Staff of some offices eligible for Northern Tax Benefit
- Work days only

Distinctive Challenges: The environment offers a constant challenge in developing programs to meet community needs. There is a wide variety of experience and a feeling of adventure in going into rather remote communities to deliver services. It is enjoyable to work with another culture (Native) and you are exposed to a way of life which many do not have an opportunity to see.

Career Opportunities: Opportunities may include upward mobility from service delivery to administrative level.

Comments: *If you don't try it, you'll never know whether you like it or not. This type of work has its own rewards.*

Sheena Taggart, Manager, Dental Program

Contact:
Mr. Glen Bromley
Chief Executive Officer
Athabasca Health Unit
Box 1140
Athabasca, Alberta
T0G 0B0
Telephone: 675-2231

FORT MCMURRAY AND DISTRICT HEALTH UNIT

Head Office: Fort McMurray

Population served: 40,000

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Audiology Program
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Early Intervention Program
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Prenatal Classes
- Reproductive Health and Family Planning
- School Health Services
- Services to Day Care and Nursery schools
- Speech Language Services
- Teen Health Services
- Well Baby and Immunization Clinics

Professionals

Community Health Nurses	21
Home Care Nurses	9
Public Health Inspectors	2
Speech Pathologists	2

Special Services:

- Teen Health Services — an innovative program for reproductive health and birth control counselling
- Well Seniors Program — preventive health care rather than home care

Distinctive Challenges: There is lots of individual responsibility and an opportunity to grow and take responsibility for the services we provide. Our health unit has a highly motivated staff who are involved in innovative programming.

Comments: *Everything in Fort McMurray is different because it is a young, vibrant and motivated community. This is a fun place to work.*

Nick Skippings, Assistant Director

Contact:

Dr. A. J. Nicholson
Chief Executive Officer
Fort McMurray & District Health Unit
9921 Main Street
Fort McMurray, Alberta
T9H 1T7
Telephone: 743-3232

HIGH LEVEL / FORT VERMILION HEALTH UNIT

Head Office: High Level

District Offices:
- Fort Vermilion
- La Crete
- Rainbow Lake

Population served: 15,000

Health Services:

- Adult Health Services
- Alberta Aids to Daily Living
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Outpatient Services (Rainbow Lake)
- Prenatal Classes
- Preschool Screening Program
- Reproductive Health and Family Planning
- School Health Services
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Nurses	19
Health Inspector	1
Mental Health Workers	2
Physiotherapist	1
Speech Pathologists	4

Incentives:
- All employees receive $100/month above union rate, under review
- Provide furnished housing and rent at below market rates to staff, as available
- Relocation allowance
- Other incentives based on individual merit
- Physicians qualify for Rural Incentive Payment Program for Physicians
- Northern Tax Benefit
- Education bursaries

Distinctive Challenges: The Rainbow Lake facility requires staff with emergency experience and is very demanding for nurses. Nurses do assessments, diagnosis, treatment for stabilization and arrangements for evacuation.

Career Opportunities: Staff enjoys a diversity of practice.

Comments: *The area is expanding fast as a result of oil and gas, forestry and agriculture. This is the most northerly farm community in Canada.*

George Schmidt, Executive Director

Contact:
Mr. George K. Schmidt
Executive Director
Northwestern Health & Social Services Board
Bag 400
High Level, Alberta
T0H 1Z0
Telephone: 926-3791

NORTHEASTERN HEALTH UNIT

Head Office: St. Paul

District Offices:
- Elk Point
- Bonnyville
- Grand Centre
- Medley

Population served: 43,000

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Environmental Health
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Prenatal Classes
- Preschool Screening Program
- Reproductive Health and Family Planning
- School Health Services
- Services to Day Care and Nursery Schools
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Community Health Nurses	15
Home Care Nurses	14
Dental Hygienist	2
Family Life Educator	1
Health Inspectors	3
Nutritionists	1
Occupational Therapist	1
Physiotherapist	1
Speech Pathologists	3

Incentives:
- No shift work

Distinctive Challenges: The staff works independently with an opportunity to develop innovative programming. The seniors population and young families give a demographic mix to case loads. It is a challenge to get people involved in health awareness and responsibility by the individual.

Career Opportunities: A good deal of skill development is available. There can be movement into management in home care and community health care programs.

Comments: *This is an exciting time in health care when things are moving toward prevention and wellness rather than treatment.*

Doris Werstiuk, Director

Contact:
Mrs. Doris Werstiuk
Director
North Eastern Alberta Health Unit
Box 1468
St. Paul, Alberta
T0A 3A0
Telephone: 645-3396

PEACE RIVER HEALTH UNIT

Head Office: Peace River

District Offices:
- Manning
- Fairview
- High Prairie
- Falher
- Worsley

Population served: 43,500

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Early Intervention Program
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Prenatal Classes
- Reproductive Health and Family Planning
- School Health Services
- Services to Day Care and Nursery Schools
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Community Health Nurses	13
Home Care Nurses	13
Early Intervention Program	4
Health Inspectors	5
Occupational Therapist	1
Physiotherapist	1
Speech Pathologists	3

Incentives:
- Pay up to one month's salary for moving expenses
- 20 days vacation pay per year (may be taken after six months) and 10 days special leave
- Flex time is available; work days only
- Northern Tax Benefit

Distinctive Challenges: You gain a lot of experience professionally and inwardly in working with the native people, not only about another culture but about accepting people the way they are. There is independence and flexibility in the job. The office is computerized with a Home Care Information System and more programs are coming on stream.

Career Opportunities: As Peace River grows, especially with the Daishowa Pulp Mill, all disciplines will be needed. There will be more need for speech therapists and the nursing and homemaking services will be expanded.

Comments: *You broaden your perspective working with a multidisciplinary team. The industry coming to Peace River and Manning will play an important part in the life of the health unit. This diverse economy will give spouses an opportunity to get a job.*

Janice MacDonald, Peace River Health Unit

Contact:
Lyn Troup
Acting Director of Support Services
Peace River Health Unit
Box 6178
Peace River, Alberta
T8S 1S2
Telephone: 624-3611

SOUTH PEACE HEALTH UNIT

Head Office: Grande Prairie

District Offices:
- Valleyview
- Spirit River
- Beaverlodge

Population served: 59,000

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Audiology Program
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Prenatal Classes
- Preschool Screening Program
- Reproductive Health and Family Planning
- School Health Services
- Services to Day Care and Nursery Schools
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Medical Officer (Physician)	1
Nurses	20
Audiologist	1
Health Inspectors	4
Occupational Therapists	2
Physiotherapists	2
Sexual Education and Family Planning	1
Speech Pathologists	3

Special Services:
- Sexuality Education and Family Planning is a well established program
- Speech Pathology offers parent training
- Very involved in a public awareness campaign for health units

Distinctive Challenges: Staff are required to work independently in the community. There is an opportunity to provide the service that you as a professional feel is appropriate.

Comments: *Our well-integrated group of professionals cares for each other as well as cares about providing community health care.*

Dr. Hilary Wynters, Medical Officer of Health

Contact:

Dr. Hilary Wynters
Medical Officer of Health
South Peace Health Unit
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Grande Prairie, Alberta
T8V 6J4
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STONY PLAIN LAC STE. ANNE HEALTH UNIT

Head Office: Stony Plain

District Offices:
- Whitecourt
- Fox Creek

Health Services

- Adult Health Services
- Alberta Aids to Daily Living
- Communicable Disease Control
- Community Rehab Services
- Dental Services
- Environmental Health
- Geriatric Programs
- Health Education/Promotion
- Hereditary Disease Program
- Home Care
- Homemakers Service
- Hospital Liaison
- Nutrition Programs
- Prenatal Classes
- Preschool Screening Program
- Reproductive Health and Family Planning
- School Health Services
- Services to Day Care and Nursery School
- Speech Language Services
- Well Baby and Immunization Clinics

Professionals

Community Health Nurses	16
Home Care Nurses	11
Dental Hygienists	4
Health Inspectors	4
Occupational Therapist	6
Physiotherapists	2
Speech Pathologists	5

Incentives:
- Work schedule of 5, 5 and 4 days

Contact:
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